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The Commonwealth of Massachusetts

BUREAU OF STATISTICS

CHARLES F. GETTEMY, Director

**UNION SCALE OF WAGES AND HOURS OF
LABOR IN MASSACHUSETTS**

1913

LABOR BULLETIN No. 97

(Being Part I of the Annual Report on the Statistics of Labor for 1914)



FEBRUARY 13, 1914

BOSTON

WRIGHT & POTTER PRINTING COMPANY

STATE PRINTERS

1914

MASSACHUSETTS

BUREAU OF STATISTICS

Rooms 250-258, State House, Boston

The Bureau is organized into five permanent divisions: 1. The *Administration Division*, charged with duties supervisory in relation to the several divisions; 2. The *Labor Division*, engaged in the collection and tabulation of statistical and other information relating to matters affecting labor and the condition of the working people, as well as questions of general economic and social interest; 3. The *Manufactures Division*, which collects and tabulates Statistics of Manufactures; 4. The *Municipal Division*, which collects and tabulates Statistics of Municipal Finances, audits municipal accounts, and installs accounting systems in cities and towns, and supervises the issue of town notes; 5. The *Free Employment Offices Division*, embracing the administration of the State Free Employment Offices, of which there are four, located respectively at 8 Kneeland Street, Boston; 47 Water Street, Springfield; 41 North Main Street, Fall River; and 48 Green Street, Worcester. During the period of taking and compiling the Census a sixth, the *Census Division*, is organized.

The functions of the Bureau and the duties of the Director are summarized in Section 1 of Chapter 371 of the Acts of 1909, entitled "An Act to Provide for a Bureau of Statistics," as follows:

SECTION 1. There shall be a Bureau of Statistics, the duties of which shall be to collect, assort, arrange, and publish statistical information relative to the commercial, industrial, social, educational, and sanitary condition of the people, the productive industries of the Commonwealth and the financial affairs of the cities and towns; to establish and maintain free employment offices as provided for by chapter four hundred and thirty-five of the acts of the year nineteen hundred and six and amendments thereof; and to take the Decennial Census of the Commonwealth required by the Constitution and present the results thereof in such manner as the General Court may determine.

APPROVED BY THE STATE BOARD OF PUBLICATION.

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UNION SCALE OF WAGES AND HOURS OF LABOR IN MASSACHUSETTS, 1913.

This report shows the union scale of wages and hours of labor for the organized trades in Massachusetts on October 1, 1913, and is the fourth annual presentation of data of this nature. The data shown herein were obtained as the result of a special inquiry made in October, 1913, at which time schedules of inquiry were mailed to every local trade union in the Commonwealth, known to be in existence at that time. Returns were received through correspondence from 1,093 unions, or 78 per cent of the total number in Massachusetts. Data were obtained by special agents from about 200 additional unions, so that altogether about 92 per cent of the local unions in the Commonwealth furnished information concerning wages and hours for use in preparing this report.

This report deals chiefly with time-rates,¹ which are in nearly all cases minimum rates and not actual or maximum rates. Trade unions which fix rates of wages usually establish one rate as a standard minimum for all of their members engaged in a specific occupation, such a rate being ordinarily applied to the work upon which the member is engaged rather than to the member as an individual. Members are allowed, however, to receive more than the minimum rate, such excess over the minimum being usually determined by individual negotiation, but any member who works for less than the minimum rate is in most instances liable to punishment for violation of union rules.

Time-rates of wages are calculated in various ways but generally by the hour, day, or week. In the building trades wages are generally calculated by the hour or by the day, while in many factories and mills a weekly rate prevails. For the purpose of comparing the rates paid for like periods, in the various occupations, the rates per hour, day, and week are shown in the following tables, although in many instances the unions reported rates for only one of these periods. The rates which

¹ In some instances where the unions reported no scale but gave the average or prevailing rates, these latter figures were used.

were not reported were obtained by simple computations and although they may not represent the actual rate received for the specified periods of time, they are of considerable value for purposes of comparison.

It will be noted that many of the hourly rates given include fractional parts of a cent. While it is true that in many cases the rate shown is not the actual rate paid but is presented for the purpose of comparison, it is equally true that many employers do pay their employees at these fractional rates. This is particularly true in the building trades where part-time work, due to unfavorable weather, lack of materials, etc., makes necessary an hourly rate.

Persons applying for work are more concerned with the amount of money which they will receive when their week's work is finished than they are with the number of cents they will be paid for each hour's labor, and are generally offered a weekly rate of pay. The hourly rate is then computed by the pay-roll clerks in order that the employee's tardiness in reporting for work or his absence from work for an hour or two may be deducted from his pay, and in the average case an hourly rate showing fractions of a cent will result. This method is not only very confusing to pay-roll clerks and to cost clerks as well as to the workers themselves, but, because of the considerable amount of figuring involved and the difficulty of determining and correcting errors, is expensive and seemingly unnecessary.

Many employers in order to economize the valuable time of pay-roll and cost clerks in figuring these fractions and to avoid the danger of committing serious errors have adopted the more simple method of hiring all new employees at a round sum per hour, and some employers have entirely eliminated fractions and even odd numbers in computing hourly rates of pay. Written agreements between employers and labor organizations now frequently contain clauses to the effect that workmen after commencing work shall be paid at least one-half a day's pay, even though the actual hours worked amount to less than the half day.

It should be understood that the facts presented in the following tables are as they were reported to this Bureau and that no inquiry was made as to the extent to which the union scale of wages prevailed in the various trades and localities.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Bakers.								
<i>Foremen.</i>								
Boston (Hebrew union A),	\$0.47	\$4.00	\$24.00	1 -	1 -	8½	51	-
Boston (Hebrew union B),	.36½	3.67	22.00	1 -	1 -	10	60	-
Boston (Union C),	.30	3.00	18.00	\$0.30	\$0.30	10	60	-
Boston (Roxbury),	.30	3.00	18.00	1 -	1 -	10	60	-
Brockton,	.44½	4.00	24.00	.50	1 -	9	54	-
Holyoke,	.35½	3.17	19.00	.52½	1 -	9	54	-
Lynn (Hebrew union),	.44½	4.00	24.00	-	-	9	54	-
Lynn (Union B), ² ,	.37	3.33	20.00	.40	.40	9	54	-
Salem,	.33½	3.00	18.00	.35	.66½	9	54	-
Springfield (Union B),	.35	3.33	20.00	.35	.70	9½	57	-
Taunton,	.33½	3.33	20.00	.40	1 -	10	60	-
Worcester (Union A),	.44½	4.00	24.00	.50	-	9	54	-
Worcester (Union B),	.33½	3.33	20.00	4 .35	-	10	60	-
<i>Second Hands.</i>								
Boston (Hebrew union A),	.39½	3.33	20.00	1 -	1 -	8½	51	-
Boston (Hebrew union B),	.25- .33½	2.50- 3.33	15.00- 20.00	-	-	10	60	-
Boston (Union C),	.26½	2.67	16.00	.30	.30	10	60	-
Boston (Roxbury),	.26½	2.67	16.00	1 -	1 -	10	60	-
Brockton,	.37	3.33	20.00	.50	1 -	9	54	-
Holyoke,	.29½	2.67	16.00	.44½	1 -	9	54	-
Lynn (Hebrew union),	.38½	3.50	21.00	-	-	9	54	-
Lynn (Union B),	.29½	2.67	16.00	.40	.40	9	54	-
Salem, ⁵	.31½	2.83	17.00	.35	.63	9	54	-
Springfield,	.29½	2.83	17.00	.35	.65	9½	57	-
Taunton,	.26½	2.67	16.00	.40	1 -	10	60	-
Worcester (Union A),	.40½	3.67	22.00	.50	-	9	54	-
Worcester (Union B),	.28½	2.83	17.00	4 .35	-	10	60	-
<i>Third Hands.</i>								
Boston (Hebrew union A),	.35½	3.00	18.00	1 -	1 -	8½	51	-
Boston (Hebrew union B),	.20- .25	2.00- 2.50	12.00- 15.00	-	-	10	60	-
Boston (Union C),	.25	2.50	15.00	.30	.30	10	60	-
Boston (Roxbury),	.23½	2.33	14.00	1 -	1 -	10	60	-
Brockton,	.33½	3.00	18.00	.50	1 -	9	54	-
Holyoke,	.26	2.33	14.00	.39	1 -	9	54	-
Lynn (Hebrew union),	.35½	3.17	19.00	-	-	9	54	-
Lynn (Union B),	.27½	2.50	15.00	.40	.40	9	54	-
Salem,	.29½	2.67	16.00	.35	.59	9	54	-
Springfield,	.26½	2.50	15.00	.35	.61	9½	57	-
Taunton,	.25	2.50	15.00	.40	1 -	10	60	-
Worcester (Union A),	.37	3.33	20.00	.50	-	9	54	-
Worcester (Union B),	.25	2.50	15.00	4 .35	-	10	60	-
Bakery Wagon Drivers.								
<i>(See Teamsters.)</i>								
Barbers.								
Adams,	.18	-	13 00	-	-	12	72	-
Boston (Union A),	.21	-	13 00	-	-	10½	62	-
Boston (Italian),	.21½	-	13 00	-	-	10½	59½	-
Brockton,	.21½	-	14 00	-	-	12	66	-
Chicopee,	.22½	-	14 00	-	-	11	63	-
Clinton,	.20½	-	13 00	-	-	11	63½	-
Fall River,	.20½	-	12 00	-	-	10½	59	-

¹ No work.² When only one baker is employed in small shops his wage is \$18 a week.³ Night work, 9 hours.⁴ Only one hour overtime allowed for each man in a week.⁵ Includes doughmakers and ovenmen.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Barbers — Con.								
Fitchburg,	{ \$0.18-	-	\$12.00-	} -	-	11	66½	-
Framingham, . . . . .	.24	-	16.00	-	-	13	68	-
Gardner, . . . . .	.20¾	-	14.00	-	-	11	65	-
Gloucester, . . . . .	.18¾	-	12.00	-	-	12	72	-
Haverhill, . . . . .	.21¾	-	13.00	-	-	10¾	60¾	-
Holyoke, . . . . .	.18¾	-	13.00	-	-	11½	70½	-
Lawrence, . . . . .	.20¾	-	12.00	-	-	11	58	-
Lowell, . . . . .	.19	-	12.00	-	-	11	63	-
Lynn,	-	-	13.00	-	-	-	-	-
Milford, . . . . .	.19¾	\$2.17	13.00	-	-	12	68	-
New Bedford, . . . . .	.19¾	2.17	13.00	-	-	10½	66½	-
North Adams, . . . . .	.21¾	2.33	14.00	-	-	11	65	-
Northampton, . . . . .	.21¾	2.17	13.00	-	-	-	59½	-
Pittsfield,	{ .22¾-	2.33-	14.00-	} -	-	10¾	68	-
Quincy, . . . . .	.32¼	3.33	20.00	-	-	12	72	-
Rockland, . . . . .	.15¾	2.00	12.00	-	-	10¾	66¼	-
Salem, . . . . .	.22¾	2.50	15.00	-	-	11	59	-
Springfield, . . . . .	.20¾	2.00	12.00	-	-	10¾	60½	-
Taunton, . . . . .	.21¾	2.50	13.00	-	-	11	63	-
Webster, . . . . .	.22¾	2.33	14.00	-	-	12	70	-
Westfield,	{ .17¾-	2.00-	12.00-	} -	-	10	59¼	-
Woburn, . . . . .	.21¾	2.50	15.00	-	-	-	63	-
Worcester, . . . . .	.23¾	2.33	14.00	-	-	-	-	-
	-	2.00	12.00	-	-	-	-	-
Bartenders.								
Adams, . . . . .	.26¼	2.50	15.00	-	-	8½	57	-
Boston, . . . . .	.30	3.00	18.00	\$0.35	\$0.45	10	60	-
Chicopee, . . . . .	.37½	3.00	18.00	-	.50	8	48	-
Clinton, . . . . .	.30	3.00	18.00	-	.30	10	60	-
Fitchburg, . . . . .	.25	2.50	15.00	-	-	10	60	-
Gardner,	{ .17¾	1.67	10.00	} -	-	9	57	-
Gloucester, . . . . .	.26¾	2.50	15.00	-	-	10	60	-
Great Barrington, . . . . .	.30	3.00	18.00	.35	.35	10	60	-
Greenfield,	{ .33¾-	3.00-	18.00-	} -	-	9	54	-
Haverhill, . . . . .	.37	3.33	20.00	-	-	10	60	-
Holyoke, . . . . .	.25	2.50	15.00	-	-	9½	59	-
Lawrence, . . . . .	.25¾	2.50	15.00	.38½	.38½	9	55	-
Lowell, . . . . .	.32¾	3.00	18.00	-	-	9	58	-
Marlborough, . . . . .	.25¾	2.50	15.00	.51½	.51½	10	60	-
New Bedford, . . . . .	.25	2.50	15.00	-	-	10	63	-
Newburyport, . . . . .	.28¾	3.00	18.00	.30	.35	10	60	-
North Adams, . . . . .	.25	2.50	15.00	-	-	10	54	-
Northampton, . . . . .	.33¾	3.00	18.00	-	-	10	62	-
Pittsfield, . . . . .	.24¾	2.50	15.00	-	-	9	62	-
Southbridge, . . . . .	.35	3.33	20.00	-	-	9	57	-
Springfield, . . . . .	.30	3.00	18.00	-	-	10	60	-
	{ .29	3.00	18.00	-	-	10	56	-
	.32¼	3.00	18.00	-	-	10	62	-

¹ Also 50 per cent commission on receipts of shop of over \$5 a week.

² Minimum.

³ From November 1 to May 1, 59½ hours.

⁴ Three dollars for Saturday, when working by the day.

⁵ When working by the day, \$2.50; Saturday, \$4.

⁶ Four dollars for 10 hours Saturday, and \$5 for 10 hours Sunday.

⁷ With board, \$10; without board, \$15.

⁸ Regular rate.

⁹ In saloons, alternate days of 6 and 12 hours; in hotels, hours regulated by conditions.

¹⁰ In saloons, 56 hours; in hotels, 62 hours.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Bartenders — Con.								
Taunton,	\$0.23½	\$2.50	\$15.00	—	—	10½	63	—
Ware, . . . . .	.31¾	3.00	18.00	\$0.46	\$0.46	9	57	—
Westfield, . . . . .	.32¾	3.00	18.00	—	1.50	9	55	—
Worcester, . . . . .	.30	3.00	18.00	—	—	10	60	—
Bill Posters and Billers.								
<i>Billers.</i>								
Boston,	—	2.00	12.00	—	—	2—	2—	—
<i>Bill Posters.</i>								
Boston (foremen), . . . . .	.35¾	2.83	17.00	.53½	.53½	8	48	3
Boston, . . . . .	.31¾	2.50	15.00	.46½	.46½	8	48	3
Springfield, . . . . .	.25	2.25	13.50	.50	.50	9	54	—
Blacksmiths.								
Boston,	{ .33½ .40	{ 3.00— 3.60	{ 18.00— 21.60	{ .50— .60	{ .50— .60	{ 9	{ 54	{ —
Boston (iron and steel work- ers), . . . . .	.38½	3.50	21.00	.57½	.78	9	54	—
Boston (ornamental iron work- ers),	{ .30½ .33½ .35½	{ 2.75 3.00 2.67	{ 16.50 18.00 16.00	{ — — —	{ — — —	{ 9 9 8	{ 54 54 45	{ 3 — 12
Brockton, . . . . .	.42½	3.17	19.00	—	—	8	45	12
Worcester, . . . . .	.30	3.00	16.50	—	—	10	55	12
<i>Helpers.</i>								
Boston (iron and steel), . . . . .	.27½	2.50	15.00	.41½	.55½	9	54	—
Bookbinders.								
Boston,	—	—	—	3—	4—	8	48	12
Boston (paper rulers, first class), . . . . .	.37½	3.00	18.00	.56¼	—	8½	48	12
Boston (paper rulers, second class), . . . . .	.31¼	2.50	15.00	.46½	—	8½	48	12
Cambridge (hand workers),	{ .39¾ .43¾	{ 3.17 3.50	{ 19.00 21.00	{ .59½ .65½	{ .79½ .87½	{ 8½ 8½	{ 48 48	{ 12 12
Cambridge (machine opera- tors), . . . . .	.45½	3.67	22.00	.68¾	.91½	8½	48	12
Norwood (bookbinders), . . . . .	.37½	3.00	18.00	.56¼	.75	8½	48	12
Norwood (stampers), . . . . .	.41½	3.33	20.00	.62½	.83½	8½	48	12
Boot and Shoe Workers.								
CUTTING DEPARTMENT.								
<i>Cutters — vamp, machine.</i>								
Boston (Union A), . . . . .	.42	3.78	21.00	—	—	9	50	12
Boston (Union B), . . . . .	.40½	3.33	20.00	—	—	9	49½	12
Boston (Union C),	{ .30— .50	{ 2.50— 4.17	{ 15.00— 25.00	{ — —	{ — —	{ 9	{ 50	{ 12
Brockton, . . . . .	.38½	3.50	21.00	—	—	9	54	—
Haverhill, . . . . .	.39	3.25	19.50	—	—	9	50	—
North Adams, . . . . .	.36½	3.25	19.50	—	—	9	54	½
Rockland, . . . . .	.38½	3.50	21.00	—	—	9	54	—
Salem, . . . . .	.43	3.87	21.50	—	—	9	50	12
Whitman, . . . . .	.38½	3.50	21.00	—	—	9	54	3
<i>Cutters — lining, cloth.</i>								
Framingham, . . . . .	.30½	3.00	16.50	—	—	9½	54	12
Salem, . . . . .	.35	3.15	17.50	—	—	9	50	12
Whitman, . . . . .	.30½	2.75	16.50	—	—	9	54	3

¹ Paid \$5 for 10 hours.

² No regular hours.

³ Time and one-half.

⁴ Double time.

⁵ Ten hours on five days when Saturday half-holiday is in force.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Boot and Shoe Workers								
— Con.								
<i>Cutters — trimming.</i>								
Haverhill,	\$0.27	\$2.25	\$13.50	—	—	9	50	12
Salem, . . . . .	.25	2.25	12.50	—	—	9	50	12
<i>Cutters — top, hand.</i>								
Brockton, . . . . .	.30½	2.75	16.50	—	—	9	54	—
Haverhill, . . . . .	.31	2.58	15.50	—	—	9	50	—
North Adams, . . . . .	.30½	2.75	16.50	—	—	9	54	16
Rockland, . . . . .	.30½	2.75	16.50	—	—	9	54	—
Whitman, . . . . .	.30½	2.75	16.50	—	—	9	54	3
<i>Cutters — top, machine.</i>								
Brockton, . . . . .	.33½	3.00	18.00	—	—	9	54	—
Haverhill, . . . . .	.34	2.83	17.00	—	—	9	50	12
Rockland, . . . . .	.33½	3.00	18.00	—	—	9	54	—
<i>Cutters — vamp, hand.</i>								
Brockton, . . . . .	.36½	3.25	19.50	—	—	9	54	—
Haverhill, . . . . .	.36	3.00	18.00	—	—	9	50	12
Rockland, . . . . .	.36½	3.25	19.50	—	—	9	54	—
Salem, . . . . .	.40	3.60	20.00	—	—	9	50	12
Whitman, . . . . .	.36½	3.25	19.50	—	—	9	54	3
<i>Skivers.</i>								
Brockton, . . . . .	.27½	2.50	15.00	}	—	9	54	—
	.30½	2.75	16.50					
Whitman, . . . . .	.25	2.25	13.50	}	—	9	54	3
	.27½	2.50	15.00					
	.30½	2.75	16.50					
SOLE LEATHER DEPARTMENT.								
<i>Channellers.</i>								
Braintree, . . . . .	.33½	3.00	18.00	—	—	9	54	—
<i>Cutters — insole.</i>								
Braintree, . . . . .	.27½	2.50	15.00	—	—	9	54	—
North Adams, . . . . .	.25	2.25	13.50	—	—	9	54	7
<i>Cutters — outsole.</i>								
Haverhill, . . . . .	.30	2.75	16.50	—	—	10	55	12
North Adams, . . . . .	.27½	2.50	15.00	—	—	10	54	7
<i>Grain Counter Workers.</i>								
Lynn, . . . . .	.25½	2.33	14.00	—	—	10	55	12
<i>Heel Cutters.</i>								
Lynn (Union A), . . . . .	.33	2.75	16.50	—	—	9	50	12
Lynn (Union B), . . . . .	.32½	3.28	18.00	—	—	10	55	12
North Adams, . . . . .	.22½	—	12.00	—	—	9	54	7
<i>Sole Sorters.</i>								
Boston, . . . . .	.40½	3.33	20.00	—	—	9	49½	12
Haverhill, . . . . .	.30	2.75	16.50	—	—	10	55	12
Lynn, . . . . .	.32½	3.28	18.00	—	—	10	55	12
Whitman, . . . . .	.36½	3.25	19.50	—	—	9	54	3
STITCHING DEPARTMENT.								
<i>Closers-on.</i>								
Salem, . . . . .	.26½	2.00	12.00	—	—	8	45	12
<i>Lining Makers.</i>								
Salem,22½	1.67	10.00	—	—	8	45	12

¹ Ten hours on five days when Saturday half-holiday is in force.

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Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Boot and Shoe Workers — Con.								
<i>Top Stitchers.</i>								
Salem,	\$0.28½	\$2.17	\$13.00	—	—	8	45	12
<i>Vampers.</i>								
Salem, . . . . .	.33½	2.50	15.00	—	—	8	45	12
LASTING DEPARTMENT.								
<i>Lasters.</i>								
Brockton,	1.33½	13.00	118.00	—	—	9	54	—
Lynn, . . . . .	.33½	3.00	16.33	—	—	9	49	12
Natick, . . . . .	.33½	3.00	16.75	—	—	9	50	12
<i>Lasting Machine Operators.</i>								
Natick, . . . . .	.30½	2.75	16.50	—	—	9	54	—
BOTTOMING DEPARTMENT.								
<i>Rough Rounders.</i>								
Braintree, . . . . .	.30½	2.75	16.50	—	—	9	54	—
Haverhill, . . . . .	.28½	2.85	15.50	—	—	10	55	12
FINISHING DEPARTMENT.								
<i>Dressers.</i>								
Whitman, . . . . .	.16½	1.50	9.00	—	—	9	54	—
<i>Finishers.</i>								
Rockland, . . . . .	.27½	2.50	15.00	—	—	9	54	—
<i>Packers.</i>								
Whitman, . . . . .	.16½	1.50	9.00	—	—	9	54	—
<i>Treers.</i>								
Brockton, . . . . .	.30	2.70	16.20	—	—	9	54	—
Haverhill, . . . . .	.27½	2.75	15.00	—	—	10	55	12
Rockland, . . . . .	.27½	2.50	15.00	—	—	9	54	—
Whitman, . . . . .	.28	2.52	15.12	—	—	9	54	—
Bottlers and Drivers.								
<i>Bottlers and Machine Operators.</i>								
Boston, . . . . .	.33½	2.67	1 16.00	\$0.40	—	8	48	—
Fall River, . . . . .	.26	2.08	12.48	.40	—	8	48	—
Lawrence,	{ 24— 27½	{ 2.17— 2.50	{ 13.00— 15.00	{ .35	{ \$0.70	{ 9	{ 54	{ —
Lowell,	{ 30½— 34½	{ 2.42— 2.75	{ 14.50— 16.50	{ .40	{ —	{ 8	{ 48	{ —
New Bedford,	{ 22½— 26	{ 2.00— 2.33	{ 12.00— 14.00	{ .30	{ —	{ 9	{ 54	{ —
Pittsfield, . . . . .	.33	2.75	16.50	—	—	9	50	12
Worcester (breweries), . . . . .	.35¾	2.83	1 17.00	.50	.70½	8	48	—
Worcester (wholesale shops), { .35¾ 31½ }	{ 2.83	{ 1 17.00	{ .50	{ .70½ .63	{ 2 8 9	{ 48 54	{ —	{ —
<i>Drivers.</i>								
Boston, . . . . .	.32½	2.92	1 17.50	.40	—	9	54	—
Fall River, . . . . .	.26	2.08	12.48	.40	—	8	48	—
Pittsfield, . . . . .	.33	2.75	16.50	—	—	9½	50	12
Springfield, . . . . .	.35¾	2.83	17.00	.40	.71	8	48	—
Worcester (breweries), . . . . .	.31½	3.17	1 19.00	.50	.63½	10	60	—
Worcester (wholesale shops), . . . . .	.28½	3.17	1 19.00	.50	.57½	11	66	—

¹ Minimum.² Nine hours a day from May 1 to October 31, and 8 hours a day from November 1 to April 30.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Bottlers and Drivers — Con.								
<i>Drivers' Helpers.</i>								
Boston,	\$0.26 $\frac{1}{2}$	\$2.42	¹ \$14.50	\$0.40	—	9	54	—
Worcester, . . . . .	.28 $\frac{1}{2}$	2.83	¹ 17.00	.50	\$0.50	10	60	—
Worcester (handling larger than one-half barrels), . . . . .	.28 $\frac{1}{2}$	2.83	¹ 17.00	.50	.56 $\frac{2}{3}$	10	60	—
<i>General Workers.</i>								
Boston, . . . . .	.29 $\frac{1}{2}$	2.33	¹ 14.00	.40	—	8	48	—
Worcester, . . . . .	.25 $\frac{1}{2}$	2.58	15.50	.50	.51 $\frac{2}{3}$	10	60	—
<i>Helpers (Insidemmen).</i>								
Worcester (new),	{ .31 $\frac{1}{2}$.27 $\frac{1}{2}$	2.50	¹ 15.00	.50	{ .62 $\frac{1}{2}$.55 $\frac{1}{2}$	{ 8 9	{ 48 54	}
Worcester (permanent),	{ .33 $\frac{1}{2}$.29 $\frac{1}{2}$				{ .66 $\frac{2}{3}$.59 $\frac{1}{4}$	{ 8 9	{ 48 54	
<i>Labelers (Hand).</i>								
Worcester,	{ .22 $\frac{1}{2}$.20 $\frac{3}{8}$	1.83	¹ 11.00	.50	{ .46 .40 $\frac{2}{3}$	{ 8 9	{ 48 54	}
<i>Packers.</i>								
Boston, . . . . .	.31 $\frac{1}{4}$	2.50	¹ 15.00	.40	—	8	48	—
<i>Stablemen.</i>								
Worcester, . . . . .	.26 $\frac{2}{3}$	2.67	¹ 16.00	.40	—	10	60	—
Bootblacks.								
Boston,	—	1.50	9.00	—	—	—	—	—
Brass Molders. (See Molders.)								
Brewery Workmen.								
<i>Brewers.</i>								
Boston (first men), . . . . .	.41 $\frac{2}{3}$	3.33	20.00	.50	.50	8	48	—
Boston, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.50	.50	8	48	—
Fall River,	—	{ 2.50— 3.17	{ 15.00— 19.00	.50	.50	{ 8 9	{ 48 54	}
Holyoke, . . . . .	.41 $\frac{2}{3}$	3.33	20.00					
Lawrence,	{ .31 $\frac{1}{2}$.54 $\frac{1}{2}$	{ 2.50— 4.33	{ 15.00— 26.00	.50	.83 $\frac{1}{3}$ 1.08	{ 8 8	{ 48 48	}
Lowell, . . . . .	.39 $\frac{1}{2}$	3.17	19.00					
New Bedford (first men), . . . . .	.41 $\frac{2}{3}$	3.33	20.00	.50	.50	8	48	—
New Bedford, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.50	.50	8	48	—
Pittsfield,	{ .39 $\frac{1}{2}$.41 $\frac{2}{3}$.43 $\frac{1}{2}$	{ 3.17 3.33 3.50	{ 19.00 20.00 21.00	.50	.50	8	48	—
Springfield, . . . . .	.37 $\frac{1}{2}$	3.00	18.00					
Worcester,	{ .41 $\frac{2}{3}$.36 $\frac{1}{2}$	{ 3.33 2.92	{ 20.00 ¹ 17.50	.50	.73	8	48	—
<i>Cellar Men.</i>								
Boston (first men), . . . . .	.41 $\frac{2}{3}$	3.33	20.00	.50	.50	8	48	—
Boston, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.50	.50	8	48	—
New Bedford (first men), . . . . .	.41 $\frac{2}{3}$	3.33	20.00	.50	.50	8	48	—
New Bedford, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.50	.50	8	48	—
<i>Chauffeurs.</i>								
Boston, . . . . .	.38	3.42	20.50	.50	.50	9	54	—

¹ Minimum.² Nine hours a day from May 1 to October 31, and 8 hours a day from November 1 to April 30.

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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Brewery Workmen — Con.								
<i>Coopers.</i>								
Boston,	\$0.50	\$4.00	\$24.00	\$0.75	\$1.00	8	48	3
Holyoke, . . . . .	.42 $\frac{3}{4}$	3.42	20.50	.50	.85 $\frac{1}{2}$	8	48	—
Springfield, . . . . .	.42 $\frac{3}{4}$	3.42	20.50	.50	—	8	48	—
Worcester, . . . . .	.50	4.00	24.00	.75	1.00	8	48	—
<i>Engineers.</i>								
Fall River,	—	—	{ 19.00— 26.00 }	.50	.50	{ 8 9 }	{ 48 54 }	{ — — }
Holyoke, . . . . .	.42	3.36	23.50	.50	.84	8	56	—
New Bedford (assistant), . . . . .	.40 $\frac{1}{2}$	3.21	22.50	.50	.50	8	56	—
Springfield, . . . . .	.42	3.36	23.50	.50	—	8	56	—
<i>Fermenting Room Men.</i>								
Boston (first men), . . . . .	.41 $\frac{3}{4}$	3.33	20.00	.50	.50	8	48	—
Boston, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.50	.50	8	48	—
New Bedford (first men), . . . . .	.39 $\frac{3}{4}$	3.17	19.00	.50	.50	8	48	—
New Bedford, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.50	.50	8	48	—
<i>Firemen.</i>								
Holyoke, . . . . .	.36 $\frac{3}{4}$	2.93	20.50	.50	.73	8	56	—
New Bedford, . . . . .	.34 $\frac{3}{4}$	2.79	19.50	.50	.50	8	56	—
Springfield, . . . . .	.36 $\frac{3}{4}$	2.93	20.50	.50	—	8	56	—
<i>Floormen.</i>								
Boston, . . . . .	.35 $\frac{1}{2}$	3.17	19.00	.50	.50	9	54	—
<i>General Workmen.</i>								
Boston (brewery), . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.50	.50	8	48	—
Boston (stable), . . . . .	.34 $\frac{1}{4}$	3.08	18.50	.50	.50	9	54	—
Worcester, . . . . .	.32 $\frac{3}{4}$	2.58	¹ 15.50	.50	.64 $\frac{1}{12}$	8	48	—
<i>Stablemen.</i>								
Boston (first men), . . . . .	.34 $\frac{1}{4}$	² 3.08	18.50	.50	² .50	9	54	—
Boston, . . . . .	.31 $\frac{1}{2}$	² 2.83	17.00	.50	² .50	9	54	—
Springfield, . . . . .	.32 $\frac{3}{4}$	2.57	18.00	.50	—	8	56	—
<i>Teamsters.</i>								
Boston (depot), . . . . .	.34 $\frac{1}{4}$	3.08	18.50	.50	.50	9	54	—
Boston (route), . . . . .	.36 $\frac{1}{2}$	3.25	19.50	.50	.50	9	54	—
Holyoke,	{ .35 $\frac{3}{4}$.41 $\frac{3}{4}$ }	{ 2.83— 3.33 }	{ 17.00— 20.00 }	.50	.70 $\frac{5}{8}$	8	48	—
Lowell,	—	—	{ 18.00— 19.00 }	—	—	8	48	—
New Bedford, . . . . .	.34 $\frac{1}{4}$	3.08	18.50	.50	.50	9	54	—
Springfield,	{ .35 $\frac{3}{4}$.41 $\frac{3}{4}$ }	{ 2.83— 3.33 }	{ 17.00— 20.00 }	.50	—	8	48	—
Worcester,	—	—	¹ 19.00	.50	{ .79 $\frac{1}{6}$.70 $\frac{3}{4}$ }	² 8 9	{ 48 54 }	{ — — }
<i>Teamsters' Helpers.</i>								
Boston, . . . . .	.30 $\frac{5}{8}$	2.75	16.50	.50	.50	9	54	—
New Bedford, . . . . .	.30 $\frac{5}{8}$	2.75	16.50	.50	.50	9	54	—
Worcester,	—	—	¹ 17.00	.50	{ .70 $\frac{5}{8}$.63 }	² 8 9	{ 48 54 }	{ — — }
<i>Washhouse Men.</i>								
Boston (first men), . . . . .	.41 $\frac{3}{4}$	3.33	20.00	.50	.50	8	48	—
Boston, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.50	.50	8	48	—
Holyoke,	{ .37 $\frac{1}{2}$.41 $\frac{3}{4}$ }	{ 3.00— 3.33 }	{ 18.00— 20.00 }	.50	{ .75 .83 $\frac{1}{3}$ }	{ 8 8 }	{ 48 48 }	{ — — }
New Bedford (first men), . . . . .	.40 $\frac{5}{8}$	3.25	19.50	.50	.50	8	48	—
New Bedford, ⁴ . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.50	.50	8	48	—

¹ Minimum.² If the regular stableman works 7 days or nights at his option \$3.50 is paid for the extra day or night.³ Work 8 hours a day from December 1 to April 1, and 9 hours a day from April 1 to December 1.⁴ Where only one man is employed he receives \$18.50.

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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Bricklayers.								
Attleborough,	\$0.55	\$4.40	\$24.20	\$1.10	\$1.10	8	44	12
Beverly, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Boston, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Brockton, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Cambridge, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Clinton, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Dedham, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Fall River, . . . . .	.60	4.80	28.80	.90	.90	8	48	-
Fitchburg, . . . . .	.60	4.80	28.80	.90	1.20	8	48	-
Framingham, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Gardner, . . . . .	.55	4.40	26.40	.82½	1.10	8	48	-
Gloucester, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Great Barrington, . . . . .	.56¼	4.50	27.00	1.12½	1.12½	8	48	-
Greenfield, . . . . .	.60	4.80	28.80	1.20	1.20	8	48	-
Haverhill, . . . . .	.60	4.80	28.80	.90	.90	8	48	3
Holyoke, . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Lawrence, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Lenox, . . . . .	.62½	5.00	27.50	.93¼	1.25	8	44	12
Lowell, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Lynn, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Marlborough, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
New Bedford, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Newburyport, . . . . .	.55	4.40	24.20	.82½	.82½	8	44	12
Newton, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
North Adams, . . . . .	.56¼	4.50	27.00	1.12½	1.12½	8	48	-
Northampton, . . . . .	.62½	5.00	30.00	1.25	1.25	8	48	-
Pittsfield, . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Plymouth, . . . . .	.55	4.40	26.40	.82½	1.10	8	48	3
Quincy, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Salem, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Southbridge, . . . . .	.46½	3.75	22.50	.70½	.70½	8	48	-
Springfield, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Taunton, . . . . .	.60	4.80	28.80	.90	1.20	8	48	-
Waltham, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Westfield, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Woburn, . . . . .	.65	5.20	28.60	-	-	8	44	12
Worcester, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Bridge and Structural Iron Workers.								
Boston, . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Worcester, . . . . .	.56¼	4.50	24.75	.84¼	1.12½	8	44	12
Helpers.								
Boston, . . . . .	.45	3.60	19.80	.67½	.90	8	44	12
Building Laborers.								
Boston (hod carriers), . . . . .	.35	2.80	15.40	.52½	.52½	8	44	12
Boston (laborers), . . . . .	.30	2.40	13.20	.45	.45	8	44	12
Brockton, . . . . .	.40	3.20	17.60	.80	.80	8	44	12
Cambridge, . . . . .	.35	2.80	15.40	.52½	.52½	8	44	12
Easthampton, . . . . .	.37½	3.00	18.00	.75	.75	8	48	-
Holyoke, . . . . .	.37½	3.00	16.50	.75	.75	8	44	12
Lawrence, . . . . .	.28½	2.25	12.38	.42¾	.42¾	8	44	12
Lowell, . . . . .	.30	2.40	13.20	-	.60	8	44	12
Lynn, . . . . .	.33	2.64	14.52	-	.66	8	44	12
Newton, . . . . .	.40	3.20	17.60	.80	.80	8	44	12
Northampton, . . . . .	.35	2.80	15.40	.52½	.70	8	44	12
Pittsfield, . . . . .	.37½	3.00	18.00	.75	.75	8	48	-
Pittsfield, . . . . .	.35	2.80	15.40	.52½	.70	8	44	12
Quincy, . . . . .	.38	3.04	16.72	-	-	8	44	12
Springfield, . . . . .	.37½	3.00	16.50	.75	.75	8	44	12
Worcester (laborers),35	2.80	15.40	.52½	.70	8	44	12
Worcester (hod carriers),35	2.80	16.80	.70	.70	8	48	6

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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect	
Cabinet Makers.									
(See Carpenters—Shop and Millmen.)									
Cable Splicers.									
Boston:									
First class,	\$0.56 $\frac{1}{4}$	\$4.50	\$27.00	\$0.84 $\frac{3}{8}$	\$0.84 $\frac{3}{8}$	8	48	14	
Second class, . . . . .	.53 $\frac{1}{8}$	4.25	25.50	.79 $\frac{3}{4}$	.79 $\frac{3}{4}$	8	48	14
Third class, . . . . .	.45	3.60	21.60	.67 $\frac{1}{2}$	.67 $\frac{1}{2}$	8	48	14
Fourth class, . . . . .	.40	3.20	19.20	.60	.60	8	48	14
Helpers (first class), . . . . .	.34 $\frac{3}{8}$	2.75	16.50	.51 $\frac{1}{2}$	.51 $\frac{1}{2}$	8	48	14
Carpenters.									
<i>Bozmakers.</i>									
Lawrence, {	.15 $\frac{3}{4}$.22 $\frac{1}{2}$	1.54- 2.18	8.50- 12.10	.23 $\frac{1}{2}$.33 $\frac{1}{2}$.23 $\frac{1}{2}$.33 $\frac{1}{2}$	}	9 $\frac{3}{4}$	54	12
<i>Floorlayers.</i>									
Boston, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
<i>House Carpenters.</i>									
Adams, . . . . .	.43 $\frac{3}{4}$	3.50	21.00	.65 $\frac{5}{8}$	.87 $\frac{1}{2}$	8	48	-
Andover,47 $\frac{1}{4}$	3.82	21.01	.71 $\frac{5}{8}$	{ 2.71 $\frac{5}{8}$.95 $\frac{1}{2}$ }	}	8	44	12
Arlington,50	4.00	22.00	.75	1.00					8	44	12
Athol, . . . . .	.35	2.80	16.80	.52 $\frac{1}{2}$	.52 $\frac{1}{2}$	8	48	-
Attleborough, . . . . .	.38 $\frac{1}{2}$	3.08	18.48	.57 $\frac{1}{2}$	.77	8	48	-
Beverly, . . . . .	.50	4.00	22.00	1.00	1.50	8	44	12
Boston, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Braintree, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Brockton, . . . . .	.50	4.00	22.00	{ .75 1.00 }	1.00	8	44	12
Brookline, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Cambridge, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Canton, ² . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Chelsea, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Chicopee, . . . . .	.46 $\frac{7}{8}$	3.75	20.63	.70 $\frac{1}{2}$	.93 $\frac{1}{4}$	8	44	12
Clinton, . . . . .	.47 $\frac{3}{4}$	3.82	21.00	.71 $\frac{5}{8}$	.95 $\frac{1}{2}$	8	44	12
Cohasset, . . . . .	.47 $\frac{3}{4}$	3.82	21.00	1.43 $\frac{1}{4}$	1.43 $\frac{1}{4}$	8	44	12
Concord, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Danvers,47 $\frac{3}{4}$	3.82	21.00	.71 $\frac{5}{8}$	{ .95 $\frac{1}{2}$ 1.43 $\frac{1}{4}$ }	}	8	44	12
Dedham,50	4.00	22.00	.75	1.00					8	44	12
Easthampton, . . . . .	.40 $\frac{5}{8}$	3.25	19.50	.61	-	8	48	-
Easton, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Everett, . . . . .	.55	4.40	24.20	.82 $\frac{1}{2}$	1.10	8	44	12
Fall River, . . . . .	.42	3.36	20.16	.63	.84	8	48	-
Fitchburg, . . . . .	.43 $\frac{3}{4}$	3.50	21.00	.65 $\frac{5}{8}$	.87 $\frac{1}{2}$	8	48	-
Framingham, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Gardner, . . . . .	.35	2.80	16.80	.52 $\frac{1}{2}$	.70	8	48	-
Gloucester, . . . . .	.50	4.00	22.00	1.00	1.50	8	44	12
Great Barrington, . . . . .	.43 $\frac{3}{4}$	3.50	21.00	.65 $\frac{5}{8}$	.87 $\frac{1}{2}$	8	48	-
Greenfield, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.56 $\frac{1}{4}$	.75	8	48	-
Hamilton, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Haverhill, . . . . .	.41	3.28	19.68	.61 $\frac{1}{2}$	.82	8	48	-
Hingham, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Holyoke, . . . . .	.45	3.60	19.80	.90	.90	8	44	12
Hudson, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.56 $\frac{1}{4}$	.75	8	48	-
Hull, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12

¹ Make up time during week.² Time and one-half on holidays and double pay on Sundays.³ Foremen receive 50 cents extra a day, or \$24.75 a week.⁴ Triple pay on Labor Day.

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	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Carpenters — Con.								
<i>House Carpenters — Con.</i>								
Ipswich,	\$0.50	\$4.00	\$22.00	\$1.00	\$1.50	8	44	12
Lawrence (Union A), . . .	.37½	3.00	16.50	.56¼	.75	8	44	12
Lawrence (Union B), . . .	.47¾	3.82	21.00	.71⅞	.95½	8	44	12
Lawrence (French union), .	.47¾	3.82	21.00	.71⅞	.95½	8	44	12
Lawrence (German union), .	.47¾	3.82	21.00	.71⅞	.95½	8	44	12
Lee, . . . . .	.43¾	3.50	21.00	.65⅝	.87½	8	48	—
Lenox, . . . . .	.44½	3.56	19.58	.66¾	.89	8	44	12
Leominster, . . . . .	.43¾	3.50	21.00	.65⅝	.87½	8	48	—
Lowell, . . . . .	.45	3.60	19.80	.67½	.90	8	44	12
Lynn, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Malden, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Manchester, . . . . .	.50	4.00	22.00	1.00	1.50	8	44	12
Mansfield, . . . . .	.41	3.28	19.68	.61½	.82	8	48	4
Marblehead, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Marion, . . . . .	.41	3.28	19.68	.61½	.82	8	48	3
Marlborough, . . . . .	.45	3.60	19.80	.67½	.90	8	44	12
Maynard, . . . . .	.37½	3.00	16.50	—	—	8	44	12
Medford, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Melrose, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Methuen, . . . . .	.47¾	3.82	21.00	.71⅞	.95½	8	44	12
Middleborough, . . . . .	.45	3.60	19.80	.67½	.90	8	44	12
Milford, . . . . .	.47¾	3.82	21.00	.71⅞	.95½	8	44	12
Milton, . . . . .	.55	4.40	24.20	.82½	1.10	8	44	12
Nahant, . . . . .	.50	4.00	22.00	.75	1.50	8	44	12
Natick, . . . . .	.55	4.40	24.20	.82½	1.10	8	44	12
Needham, . . . . .	.55	4.40	24.20	.82½	1.10	8	44	12
New Bedford, . . . . .	.41	3.28	19.68	.61½	.82	8	48	—
Newburyport, . . . . .	.40	3.20	17.60	.60	.80	8	44	12
Newton, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
North Adams, . . . . .	.43¾	3.50	21.00	.65⅝	.87½	8	48	—
Northampton, . . . . .	.40⅞	3.25	19.50	.61	.81¼	8	48	—
North Attleborough, . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Norwood, . . . . .	.47¾	3.82	21.00	.95½	.95½	8	44	12
Pittsfield, . . . . .	.44½	3.55	19.50	.66½	.88½	8	44	12
Plymouth, . . . . .	.47¾	3.82	21.01	{ 1.71⅞ } .95½	.95½	8	44	12
Quincy, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Randolph, . . . . .	.50	4.00	22.00	—	—	8	44	12
Reading, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	13
Revere, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Rockland, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Salem (Union A), . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Salem (French union), . . .	.50	4.00	22.00	1.00	1.50	8	44	12
Saugus, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Sharon, . . . . .	.47¾	3.82	21.01	.71⅞	.95½	8	44	12
Somerville, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Southbridge, . . . . .	.41	3.28	19.68	.61½	.82	8	48	—
Springfield, . . . . .	.46⅞	3.75	20.62	.70⅞	.93¾	8	44	12
Stoneham, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Stoughton, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Taunton, . . . . .	.37½	3.00	18.00	.56¼	.75	8	48	—
Wakefield, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Waltham, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Ware, . . . . .	.34⅞	2.75	16.50	.51¾	.68¾	8	48	—
Wareham, . . . . .	.47½	3.80	22.80	.71¼	.71¼	8	48	—
Wareham (cement), . . . . .	.55	4.40	26.40	.82½	1.10	8	48	—
Westborough, . . . . .	.40⅞	3.25	19.50	.61	.81¼	8	48	—
Westfield, . . . . .	.41	3.28	18.04	.82	.82	8	44	12
Whitman, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Williamstown, . . . . .	.43¾	3.50	21.00	.65⅝	.87½	8	48	—
Winchester, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Winthrop, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Woburn, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Worcester (Union A), . . . .	.47¾	3.82	21.01	.71⅞	.95½	8	44	12
Worcester (Union B), . . . .	.47¾	3.82	21.01	{ 2.71⅞ } .95½	.95½	8	44	12

¹ Time and one-half from 5 P.M. to 10 P.M.; double time thereafter.

² Time and one-half from 5 P.M. to 9 P.M.; double time thereafter.

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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Carpenters — Con.								
<i>Ship Carpenters.</i>								
Boston,	{ \$0.43 $\frac{3}{4}$ - .50	{ \$3.50- 4.00	{ \$21.00- 24.00	{ \$0.87 $\frac{1}{2}$ - 1.00	{ \$0.87 $\frac{1}{2}$ - 1.00	8	48	—
Quincy,	{ .29 $\frac{1}{2}$ - .37 $\frac{1}{2}$	{ 3.00	{ 18.00	{ —	{ —			
<i>Shop and Millmen.</i>								
Athol (cabinet makers), . . . . .	.33 $\frac{3}{8}$	3.00	16.67	.50	.50	9	50	12
Boston (Union A),	{ .40- .45	{ 3.20- 3.60	{ 19.20- 21.60	{ .80- .90	{ .80- .90	8 $\frac{3}{4}$	48	12
Boston (Union B):								
Cabinet makers, . . . . .	.45	3.60	{ 21.15 21.60 }	.90	.90	8 $\frac{1}{2}$	{ 47 48 }	12
Mill hands,	{ .42- .45	{ 3.36 3.60	{ 19.74- 21.60	{ .84- .90	{ .84- .90	8 $\frac{1}{2}$	{ 47 48 }	
Shop carpenters, . . . . .	.45	3.60	{ 21.15 21.60 }	.90	.90	8 $\frac{1}{2}$	{ 47 48 }	12
Holyoke,	{ .27 $\frac{1}{2}$ - .38 $\frac{3}{8}$	{ 2.50- 3.50	{ 13.89- 19.45	{ .55 $\frac{5}{8}$ - .77 $\frac{1}{2}$	{ .55 $\frac{5}{8}$ - .77 $\frac{1}{2}$	9	50	12
Lowell,	{ .28 $\frac{1}{2}$ - .38 $\frac{3}{8}$	{ 2.71- 3.61	{ 15.00- 20.00	{ .42 $\frac{1}{2}$ - .57 $\frac{1}{2}$	{ .57 $\frac{1}{2}$ - .76 $\frac{1}{2}$ ₂₁			
Lynn (bench and machine men),	{ .38- .42	{ 3.42- 3.78	{ 19.00- 21.00	{ .57- .63	{ .76- .84	9	50	12
Newton:								
Bench hands, . . . . .	.42	3.64	20.16	.84	.84	8 $\frac{3}{4}$	48	12
Helpers, . . . . .	.32	2.77	15.36	.64	.64	8 $\frac{3}{4}$	48	12
Molders, . . . . .	.42	3.64	20.16	.84	.84	8 $\frac{3}{4}$	48	12
Sanders and shippers, . . . . .	.38	3.30	18.24	.76	.76	8 $\frac{3}{4}$	48	12
Stock cutters, . . . . .	.42	3.64	20.16	.84	.84	8 $\frac{3}{4}$	48	12
Turners and sawyers, . . . . .	.42	3.64	20.16	.84	.84	8 $\frac{3}{4}$	48	12
Salem, . . . . .	.40	3.60	20.00	.60	.80	9	50	12
<i>Stairbuilders.</i>								
Boston, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
<i>Wharf and Bridge Carpenters.</i>								
Boston (Union A),	{ .32 $\frac{3}{8}$ - .29	2.90	17.40	{ .48 $\frac{1}{2}$ - .43 $\frac{1}{2}$	{ .48 $\frac{1}{2}$ - .43 $\frac{1}{2}$	9	53	—
Boston (Union B), . . . . .	.47			.94	.94	10	58	
Boston (sand machine men), . . . . .	.40	3.20	17.60	.80	.80	8	44	12
<i>Wood Carvers.</i>								
Boston,	{ .41- .70 $\frac{1}{2}$	{ 3.28- 5.64	{ 18.00- 31.00	{ .82 1.41	{ .82 1.41	8	44	12
Cement Workers.								
<i>Finishers.</i>								
Boston, . . . . .	.62 $\frac{1}{2}$	5.00	27.50	1.25	1.25	8	44	12
Clinton, . . . . .	.65	5.20	28.60	.97 $\frac{1}{2}$	1.30	8	44	12
Fitchburg, . . . . .	.60	4.80	28.80	.90	1.20	8	48	—
Lynn, . . . . .	.65	5.20	28.60	.97 $\frac{1}{2}$	1.30	8	44	12
Newburyport, . . . . .	.55	4.40	24.20	.82 $\frac{1}{2}$	.82 $\frac{1}{2}$	8	44	12
<i>Helpers.</i>								
Lynn, . . . . .	.45	3.60	19.80	.67 $\frac{1}{2}$	.90	8	44	12
<i>Laborers.</i>								
Lynn, . . . . .	.35	2.80	15.40	.52 $\frac{1}{2}$	.70	8	44	12
<i>Street Men.</i>								
Lynn, . . . . .	.30	2.40	13.20	.45	.60	8	44	12
Chandelier Makers.								
Boston:								
Dippers, . . . . .	.32	2.88	16.00	—	—	9	50	12
Lacquers, . . . . .	.36	3.24	18.00	—	—	9	50	12
Lathe hands,36	3.24	18.00	—	—	9	50	12
Metal spinners,42	3.78	21.00	—	—	9	50	12
Vise hands,36	3.24	18.00	—	—	9	50	12

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	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Cigar Box Makers.								
Boston:								
Foremen,	\$0. 43 $\frac{3}{4}$	\$3. 79	\$21. 00	\$0. 65 $\frac{5}{8}$	\$0. 65 $\frac{5}{8}$	8 $\frac{3}{4}$	48	12
Nailers, . . . . .	.29 $\frac{1}{2}$	2. 53	14. 00	.43 $\frac{3}{4}$	.43 $\frac{3}{4}$	8 $\frac{3}{4}$	48	12
Printers, . . . . .	.31 $\frac{1}{4}$	2. 71	15. 00	.46 $\frac{7}{8}$	.46 $\frac{7}{8}$	8 $\frac{3}{4}$	48	12
Sawyers, . . . . .	.33 $\frac{1}{2}$	2. 89	16. 00	.50	.50	8 $\frac{3}{4}$	48	12
	.35 $\frac{3}{8}$	3. 09	17. 00	.53 $\frac{1}{2}$	.53 $\frac{1}{2}$	8 $\frac{3}{4}$	48	12
	.35 $\frac{5}{8}$	3. 09	17. 00	.53 $\frac{1}{2}$	.53 $\frac{1}{2}$	8 $\frac{3}{4}$	48	12
Clerks.								
Worcester:								
Wine clerks (new), . . . . .	.21 $\frac{1}{2}$	2. 17	13. 00	.32 $\frac{1}{2}$	.43 $\frac{1}{2}$	-	60	-
Wine clerks (1 year's experience), . . . . .	.26 $\frac{1}{2}$	2. 67	16. 00	.40	.53 $\frac{1}{2}$	-	60	-
Rectifiers (head), . . . . .	.45 $\frac{1}{2}$	4. 54	25. 00	.68 $\frac{1}{2}$	.90 $\frac{3}{4}$	-	55	-
Rectifiers, . . . . .	.32 $\frac{1}{2}$	3. 27	18. 00	.49 $\frac{1}{2}$	.65 $\frac{1}{2}$	-	55	-
Compositors.								
<i>Newspapers — Day Work.</i>								
Boston, . . . . .	.63	4. 41	26. 46	.82	.82	7	42	1-
Brockton, . . . . .	.46 $\frac{1}{2}$	3. 75	22. 50	.70 $\frac{1}{2}$	.93 $\frac{3}{4}$	8	48	-
Fall River, . . . . .	.37 $\frac{1}{2}$	3. 00-	18. 00-	.56 $\frac{1}{2}$	.75-	8	48	-
Holyoke (hand), . . . . .	.45 $\frac{3}{8}$	3. 67	22. 00	.68 $\frac{3}{4}$	.91 $\frac{3}{4}$	8	48	-
Holyoke (machine), . . . . .	.40 $\frac{5}{8}$	3. 25	19. 50	.61	.81 $\frac{1}{4}$	8	48	-
Lowell, . . . . .	.43 $\frac{3}{4}$	3. 50	21. 00	.65 $\frac{5}{8}$	.87 $\frac{1}{2}$	8	48	-
New Bedford, . . . . .	.41 $\frac{3}{8}$	3. 33	20. 00	.62 $\frac{1}{2}$	.83 $\frac{1}{2}$	8	48	-
Springfield, . . . . .	.41 $\frac{3}{8}$	3. 33	20. 00	.62 $\frac{1}{2}$	.83 $\frac{1}{2}$	8	48	-
Worcester, . . . . .	.37 $\frac{1}{2}$	3. 00-	18. 00-	.56 $\frac{1}{2}$	.56 $\frac{1}{2}$	8	48	-
	.43 $\frac{3}{4}$	3. 50	21. 00	.65 $\frac{3}{8}$	.65 $\frac{3}{8}$	8	48	-
<i>Newspapers — Night Work.</i>								
Boston, . . . . .	.67	4. 69	28. 14	.87	.87	7	42	1-
Lowell, . . . . .	.48	3. 84	23. 00	.71 $\frac{7}{8}$	.95 $\frac{5}{8}$	8	48	-
New Bedford, . . . . .	.43 $\frac{3}{4}$	3. 50	21. 00	.65 $\frac{5}{8}$	.87 $\frac{1}{2}$	8	48	-
Springfield, . . . . .	.50	4. 00	24. 00	.60	1. 00	8	48	-
Worcester, . . . . .	.43 $\frac{3}{4}$	3. 50-	21. 00-	.65 $\frac{3}{8}$	.65 $\frac{3}{8}$	8	48	2
	.50	4. 00	24. 00	.75	.75	8	48	2
<i>Newspapers — Third Shift.</i>								
Boston, . . . . .	.72	5. 04	30. 24	-	-	7	42	1-
<i>Book and Job — Day Work.</i>								
Boston, . . . . .	.43 $\frac{3}{4}$	3. 50	21. 00	.65 $\frac{5}{8}$	.87 $\frac{1}{2}$	8	48	1-
Brockton, . . . . .	.37 $\frac{1}{2}$	3. 00	18. 00	.56 $\frac{1}{2}$	.75	8	48	-
Fall River, . . . . .	.33 $\frac{3}{8}$	2. 67-	16. 00-	.50-	.66 $\frac{3}{8}$	8	48	-
Fitchburg, . . . . .	.37 $\frac{1}{2}$	3. 00	18. 00	.56 $\frac{1}{2}$	.75	8	48	-
Framingham, . . . . .	.33 $\frac{3}{8}$	2. 67	16. 00	.50	.50	8	48	4
Greenfield, . . . . .	.31 $\frac{3}{4}$	2. 54	15. 00	.47 $\frac{5}{8}$	.47 $\frac{5}{8}$	8	47 $\frac{1}{4}$	7
Holyoke, . . . . .	.29 $\frac{1}{2}$	2. 51	14. 00	.43 $\frac{3}{4}$	.43 $\frac{3}{4}$	8 $\frac{3}{4}$	48	12
Leominster, . . . . .	.37 $\frac{1}{2}$	3. 00	18. 00	.56 $\frac{1}{2}$	.75	8	48	12
Lowell, . . . . .	.33 $\frac{3}{8}$	2. 67	16. 00	.50	.50	8	48	4
Marlborough, . . . . .	.43 $\frac{3}{4}$	3. 46	19. 00	.64 $\frac{1}{2}$	.86 $\frac{1}{4}$	8	44	12
New Bedford, . . . . .	.31 $\frac{1}{4}$	2. 50	15. 00	.46 $\frac{7}{8}$	.62 $\frac{1}{2}$	8	48	3
Newburyport, . . . . .	.37 $\frac{1}{2}$	3. 00	18. 00	.56 $\frac{1}{2}$	.75	8	48	-
North Adams, . . . . .	.31 $\frac{1}{4}$	2. 69	15. 00	.46 $\frac{7}{8}$	.62 $\frac{1}{2}$	8 $\frac{3}{4}$	48	12
Pittsfield, . . . . .	.29 $\frac{1}{2}$	2. 33	14. 00	.43 $\frac{3}{4}$	.43 $\frac{3}{4}$	8	48	-
Springfield, . . . . .	.29 $\frac{1}{2}$	2. 48	14. 00	.43 $\frac{3}{4}$	.58 $\frac{3}{4}$	8 $\frac{1}{2}$	48	12
Taunton, . . . . .	.31 $\frac{1}{4}$	2. 50	15. 00	.46 $\frac{7}{8}$	.62 $\frac{1}{2}$	8	48	12
Worcester, . . . . .	.34 $\frac{3}{8}$	2. 75	16. 50	.51 $\frac{1}{2}$	.51 $\frac{1}{2}$	8	48	2

¹ Saturday half-holiday granted in many cases where time is made up during other days of week.

² After midnight, double time.

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	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Compositors — Con.								
<i>Book and Job — Night Work.</i>								
Boston,	\$0.60 $\frac{2}{3}$	\$4.23	\$25.36	\$0.90 $\frac{1}{2}$	\$1.20 $\frac{2}{3}$	7	42	1 —
<i>Linotype Operators.</i>								
Boston, . . . . .	.48	3.84	23.00	.72	.96	8	48	1 —
Fall River, . . . . .	.45 $\frac{5}{8}$	3.67	22.00	.68 $\frac{3}{4}$	.91 $\frac{2}{3}$	8	48	—
Fitchburg, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.56 $\frac{1}{4}$	.56 $\frac{1}{4}$	8	48	4
Holyoke, . . . . .	.43 $\frac{3}{4}$	3.50	21.00	.65 $\frac{5}{8}$	.87 $\frac{1}{2}$	8	48	12
Leominster, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.56 $\frac{1}{4}$	.56 $\frac{1}{4}$	8	48	4
New Bedford (day), . . . . .	.43 $\frac{3}{4}$	3.50	21.00	.65 $\frac{5}{8}$	.87 $\frac{1}{2}$	8	48	—
New Bedford (night), . . . . .	.45 $\frac{5}{8}$	3.67	22.00	.68 $\frac{3}{4}$	.91 $\frac{2}{3}$	8	48	—
Newburyport, . . . . .	.37 $\frac{1}{2}$	3.23	18.00	.56 $\frac{1}{4}$	.75	8 $\frac{3}{8}$	48	12
Pittsfield, . . . . .	.33 $\frac{1}{2}$	2.83	16.00	.50	.66 $\frac{2}{3}$	8 $\frac{1}{2}$	48	12
Taunton, . . . . .	.43 $\frac{3}{4}$	3.50	21.00	.65 $\frac{5}{8}$	.91 $\frac{2}{3}$	8	48	12
<i>Foremen.</i>								
Fitchburg, . . . . .	.39 $\frac{3}{8}$	3.17	19.00	—	—	8	48	4
Leominster, . . . . .	.39 $\frac{3}{8}$	3.17	19.00	—	—	8	48	4
<i>Proofreaders.</i>								
Boston: ²								
Newspaper, night, . . . . .	.67	4.69	28.14	.87	.87	7	42	—
Newspaper, day, . . . . .	.63	4.41	26.46	.82	.82	7	42	—
Newspaper, lobster shift, . . . . .	.72	5.04	30.24	—	—	7	42	—
Book and job, day, . . . . .	.43 $\frac{3}{4}$	3.50	21.00	.65 $\frac{5}{8}$	.87 $\frac{1}{2}$	8	48	1 —
Book and job, night, . . . . .	.60 $\frac{1}{4}$	4.23	25.36	.90 $\frac{1}{2}$	1.20 $\frac{2}{3}$	7	42	—
Greenfield, . . . . .	.29 $\frac{1}{2}$	2.51	14.00	.43 $\frac{3}{4}$	.43 $\frac{3}{4}$	8 $\frac{3}{8}$	48	12
<i>Machine Tenders.</i>								
Fall River, . . . . .	.45 $\frac{5}{8}$	3.67	22.00	.68 $\frac{3}{4}$	.91 $\frac{2}{3}$	8	48	—
Cooks and Waiters.								
<i>Cooks.</i>								
Boston (marine),	—	—	{ \$ 55.00— 70.00 }	—	—	—	—	—
Brockton:								
Assistant (man), . . . . .	.142 $\frac{2}{3}$	1.43	{ 10.00	.25	{ 5.25	10	70	—
Assistant (woman), . . . . .	.18 $\frac{1}{2}$	1.67	{ 10.00	.25	{ 5.25	—	54	—
First cook (man), . . . . .	.212 $\frac{2}{3}$	2.14	{ 15.00	.25	{ 5.25	10	70	—
First cook (woman), . . . . .	.222 $\frac{2}{3}$	2.00	{ 12.00	.25	{ 5.25	—	54	—
Meat and order cook (woman), . . . . .	.222 $\frac{2}{3}$	2.00	{ 12.00	.25	{ 5.25	—	54	—
Meat and pastry cook (woman), . . . . .	.222 $\frac{2}{3}$	2.00	{ 12.00	.25	{ 5.25	—	54	—
Night or order cook (man), . . . . .	.142 $\frac{2}{3}$	1.71	{ 12.00	.25	{ 5.25	12	84	—
Order cook (day), . . . . .	.17 $\frac{1}{2}$	1.72	{ 12.00	.25	{ 5.25	10	70	—
Pastry cook (man), . . . . .	.212 $\frac{2}{3}$	2.14	{ 15.00	.25	{ 5.25	10	70	—
Pastry cook (woman), . . . . .	.162 $\frac{2}{3}$	1.50	{ 9.00	.25	{ 5.25	—	54	—
Lynn (first cook), . . . . .	.23 $\frac{1}{2}$	2.12	15.00	.25	5.25	9	63	—
Lynn (second or order cook), . . . . .	.19	1.71	12.00	.25	5.25	9	63	—
Springfield, . . . . .	.10	1.00	6.00	—	1.00	10	60	—
<i>Stewards, Marine.</i>								
Boston,	—	—	{ \$ 55.00— 85.00 }	—	—	—	—	—

¹ Saturday half-holiday granted in many cases where time is made up during other days of week.

² These minimum rates are also paid to: Copy cutters, make-ups, stone hands, bank men, correctmen, type casters and machine tenders.

³ With board; rate per month.

⁴ With board; minimum.

⁵ Double pay on Labor Day.

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Cooks and Waiters — Con.								
Waiters.								
Boston (Union A).	\$0.10	\$1.00	¹ \$30.00	\$0.50	\$0.50	10	70	—
Boston (Union B):								
Clubs.	.13 $\frac{1}{2}$	1.33	² 40.00	.30	.30	10	65	³ 12
Hotels.	.15 $\frac{2}{3}$	1.54	⁴ 10.00	.30	.30	10	65	³ 12
Noon waiters.	.20 $\frac{2}{3}$	.83 $\frac{1}{3}$	⁵ 5.00	.30	.30	4	24	—
Party and banquet men (dress suits).	—	⁶ 2.00	—	—	—	3	—	—
Party and banquet men (jackets).	—	⁶ 3.00	—	—	—	3	—	—
Restaurants and cafés.	.18 $\frac{2}{3}$	1.84	⁷ 12.00	.30	.30	10	⁸ 65	12
Sunday men.	—	⁷ 3.00	—	—	—	10	—	—
Brockton.	.18 $\frac{4}{5}$	—	⁸ 12.00	.25	⁹ .25	—	65	—
Lynn (day).	.15 $\frac{1}{4}$	1.43	10.00	.25	⁹ .25	9	63	—
Lynn (night).	.20 $\frac{2}{3}$	1.86	13.00	.25	⁹ .25	9	63	—
Springfield.	.10	1.00	6.00	—	1.00	10	60	—
Waitresses.								
Brockton.	.13	—	⁸ 7.00	.25	⁹ .25	—	54	—
Lynn.	.12	—	7.00	—	—	{ 7- 9- 9- }	58	—
Springfield.	.11 $\frac{1}{2}$	—	6.00	—	—	{ 7- 9- 9- }	54	—
Coopers, Brewery. (See Brewery Workmen.)								
Coopers, Wood.								
Boston (hand).	—	—	{ 19.50- 19.80 15.00- 18.00 }	.48 $\frac{3}{4}$ - .55 .37 $\frac{1}{2}$ - .50	.65- .73 $\frac{1}{3}$.50- .66 $\frac{2}{3}$	9- 10 9- 10	54- 60 54- 60	{ 10- 10- }
Boston (machine).	—	—	{ 12.00- 15.00 }	.50	.66 $\frac{2}{3}$	9	50	12
Townsend.	{ .24- .30 }	2.16- 2.70	¹¹ 12.00- 15.00	—	—	9	50	12
Coppersmiths.								
Boston.	.45	3.90	21.60	.67 $\frac{1}{2}$	.90	8 $\frac{2}{3}$	48	12
Coremakers. (See Molders.)								
Cutting Die and Cutter Makers.								
Brockton (finishers).	{ .25- .41 $\frac{2}{3}$.43 $\frac{3}{4}$.62 $\frac{1}{2}$ }	2.09- 3.47 3.61- 5.21	12.00- 20.00 21.00- 30.00	.37 $\frac{1}{2}$ - .62 $\frac{1}{2}$.65 $\frac{5}{8}$ - .93 $\frac{3}{4}$	.50- .83 $\frac{1}{3}$.87 $\frac{1}{2}$ - 1.25	{ 8 $\frac{1}{2}$ 8 $\frac{1}{2}$ 8 $\frac{1}{2}$ }	48 48 48	12 12 12
Brockton (forgers).	{ .25- .57 $\frac{1}{2}$ }	2.13- 4.89	12.00- 27.60	.37 $\frac{1}{2}$ - .86 $\frac{1}{4}$	.50- 1.15	{ 8 $\frac{1}{2}$ 8 $\frac{1}{2}$ }	48 48	12 12
Haverhill.	{ .25- .57 $\frac{1}{2}$ }	2.13- 4.89	12.00- 27.60	.37 $\frac{1}{2}$ - .86 $\frac{1}{4}$	.50- 1.15	{ 8 $\frac{1}{2}$ 8 $\frac{1}{2}$ }	48 48	12 12
Salem:								
Die forgers.	.48	4.18	23.00	.72	.96	8 $\frac{2}{3}$	48	12
Finishers.	.37 $\frac{1}{2}$	3.25	18.00	.56 $\frac{1}{4}$	.75	8 $\frac{2}{3}$	48	12
Grinders.	.31 $\frac{1}{4}$	2.71	15.00	.46 $\frac{1}{8}$	.62 $\frac{1}{2}$	8 $\frac{2}{3}$	48	12
Handle makers.	.28 $\frac{1}{8}$	2.44	13.50	.42 $\frac{1}{2}$	.56 $\frac{1}{4}$	8 $\frac{2}{3}$	48	12
Helpers.	.16 $\frac{2}{3}$	1.44	8.00	.25	.33 $\frac{1}{3}$	8 $\frac{2}{3}$	48	12

¹ Rate per month.² Rate per month, with board.³ One-half day off in seven.⁴ With board.⁵ With 2 meals a day.⁶ With one meal.⁷ With 3 meals a day.⁸ Minimum, with board.⁹ Double pay on Labor Day.¹⁰ Saturday half-holiday during entire year granted by some employers.¹¹ Average.

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	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Decorators.								
Attleborough,	\$0.41	\$3.28	\$18.04	\$0.61½	\$0.82	8	44	12
Boston (Hebrew union),	.46	3.68	20.24	.92	—	8	44	12
Boston (Union B),	.55	4.40	24.20	1.10	1.10	8	44	12
Boston (Hyde Park),	.46	3.68	20.24	.92	—	8	44	12
Brockton,	.50	4.00	22.00	.75	1.00	8	44	12
Brookline,	.55	4.40	24.20	1.10	1.10	8	44	12
Clinton,	.41	3.28	18.04	.61½	.82	8	44	12
Concord,	.41	3.28	18.04	.61½	.82	8	44	12
Fall River,	.42	3.36	18.48	.63	.84	8	44	12
Framingham,	.40	3.20	17.60	.60	.80	8	44	12
Gloucester,	.41	3.28	18.04	.61½	.82	8	44	12
Great Barrington,	40⅞	3.25	19.50	.61	.81¼	8	48	—
Hingham,	.50	4.00	22.00	.75	1.00	8	44	12
Holyoke,	45½	3.64	20.02	.68¼	.91	8	44	12
Lawrence,	43½	3.48	19.14	.65¼	.87	8	44	12
Lynn,	.45	3.60	19.80	.90	.90	8	44	12
Malden,	.41	3.28	18.04	.82	.82	8	44	12
Marblehead,	.41	3.28	18.04	.61½	.82	8	44	12
Marlborough,	.41	3.28	18.04	.61½	.82	8	44	12
New Bedford,	37½	3.00	16.50	.56¼	.75	8	44	12
Newton,	.41	3.28	18.04	.82	.82	8	44	12
Norwood,	.41	3.28	18.04	.82	.82	8	44	12
Pittsfield,	44½	3.56	19.58	.89	.89	8	44	12
Rockland,	34⅞	2.75	16.50	.51½	.68¾	8	48	—
Salem,	{ .60— .75	4.80— 6.00	26.40— 33.00	.90— 1.12½	1.20— 1.50	{ 8	44	12
Somerville,	.45	3.60	19.80	.90	.90	8	44	12
Springfield,	1 45½	3.64	20.02	.68¼	.91	8	44	12
Taunton,	38½	3.08	16.94	.57¾	.77	8	44	12
Webster,	31¼	2.50	15.00	.46⅞	.46⅞	8	48	—
Westfield,	45½	3.64	20.02	.68¼	.91	8	44	12
Williamstown,	37½	3.00	18.00	.56¼	.75	8	48	—
Worcester,	45½	3.64	20.02	.68¼	.91	8	44	12
Electrical Workers.								
<i>Inside Wiremen.</i>								
Beverly,	.46	3.68	20.24	.92	.92	8	44	12
Boston (Union A),	.55	4.40	24.20	1.10	1.10	8	44	12
Fall River,	37½	3.00	18.00	.56¼	.75	8	48	—
Gloucester,	.46	3.68	{ 20.24 22.08	{ .69 .92	.92	8	{ 44 48	{ — 6
Haverhill,	37½	3.00	18.00	.56¼	.75	8	48	4
Holyoke,	44½	3.56	19.58	.66¾	.89	8	44	12
Lowell,	.30	2.60	14.40	.45	.60	8½	48	12
Lynn,	43¾	3.50	19.47	.87½	.87½	8	44½	12
Quincy,	.45	3.60	19.80	.67½	.90	8	44	12
Springfield,	.50	4.00	22.00	{ .75 1.00	{ 1.00	8	44	12
Worcester,	.45	3.60	19.80	.90	.90	8	44	12
<i>Inside Wiremen's Helpers.</i>								
Fall River,	.25	2.00	12.00	.37½	.50	8	48	—
Haverhill:								
Apprentices (one year),	.09⅞	.75	4.50	.14	.18¾	8	48	4
Apprentices (two years),	.18¼	1.50	9.00	.28½	.37½	8	48	4
Apprentices (three years),	.31¼	2.50	15.00	.46⅞	.62½	8	48	4
Worcester,	.28½	2.28	12.54	.57	.57	8	44	12
Worcester (apprentices, second year),	.17½	1.40	7.70	.35	.35	8	44	12

1 Minimum.

2 Time and one-half to 10 P.M.; double time thereafter.

3 Forty-eight hours for 6 months and 44 hours for 6 months.

4 Time and one-half from 5 P.M. to 9 P.M.; double time thereafter.

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	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Electrical Workers — Con.								
<i>Linemen.</i>								
Boston,	\$0.43 $\frac{3}{4}$	\$3.50	\$21.00	\$0.65 $\frac{5}{8}$	\$0.65 $\frac{5}{8}$	8	48	—
Fall River, . . . . .	.30 $\frac{5}{8}$	2.75	16.50	.45 $\frac{5}{8}$	.61 $\frac{1}{2}$	9	54	—
Fall River (groundmen), . . . . .	.22 $\frac{1}{2}$	2.00	12.00	.33 $\frac{1}{2}$	.44 $\frac{1}{2}$	9	54	—
Springfield,	—	{ 2.25- 3.00	{ 13.50- 18.00	{ .37 $\frac{1}{2}$ - .56 $\frac{1}{4}$	{ .37 $\frac{1}{2}$ - .56 $\frac{1}{4}$	{ 8 9	{ 48 54	{ 2- —
Worcester, . . . . .	.28 $\frac{1}{2}$	2.57	15.39	.28 $\frac{1}{2}$	.28 $\frac{1}{2}$	9	54	—
Electrotypers and Stereotypers.								
<i>Electrotypers.</i>								
Boston:								
Batterymen and casters, . . . . .	.41 $\frac{1}{2}$	3.65	20.00	.62 $\frac{1}{4}$	.83 $\frac{1}{4}$	8 $\frac{3}{4}$	48	12
Builders, . . . . .	.41 $\frac{1}{2}$	3.65	20.00	.62 $\frac{1}{4}$	.83 $\frac{1}{4}$	8 $\frac{3}{4}$	48	12
Finishers, . . . . .	.46 $\frac{7}{8}$	4.10	22.50	.70 $\frac{1}{2}$	.93 $\frac{3}{4}$	8 $\frac{3}{4}$	48	12
Floor hands, . . . . .	.41 $\frac{3}{8}$	3.65	20.00	.62 $\frac{1}{2}$	.83 $\frac{1}{2}$	8 $\frac{3}{4}$	48	12
Molders, . . . . .	.50	4.38	24.00	.75	1.00	8 $\frac{3}{4}$	48	12
Springfield, . . . . .	.50	4.00	24.00	.75	1.00	8	48	—
<i>Stereotypers.</i>								
Boston (day), . . . . .	.59 $\frac{1}{2}$	4.16 $\frac{2}{3}$	25.00	{ .70 .80	{ 1.19 1.38 $\frac{1}{2}$	{ 7 6	{ 42 36	{ — —
Boston (night), . . . . .	.69 $\frac{1}{2}$	4.16 $\frac{2}{3}$	25.00	.80	1.38 $\frac{1}{2}$	6	36	—
Fall River,	—	{ 3.22- 4.00	{ 18.50- 23.00	{ .57 $\frac{5}{8}$ - .72	{ .77 $\frac{1}{2}$ - .96	{ 8 8	{ 46 48	{ 12 —
Lowell, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.56 $\frac{1}{4}$	.56 $\frac{1}{4}$	8	48	—
Springfield, . . . . .	.51	4.08	24.50	.76 $\frac{1}{2}$	1.02	8	48	—
Elevator Constructors.								
Boston, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
<i>Helpers.</i>								
Boston, . . . . .	.39	3.12	17.16	.78	.78	8	44	12
Elevator Operators.								
Boston:								
Elevator men, . . . . .	.22 $\frac{1}{4}$	{ 2.02 2.24	{ 13.00	.25	.33 $\frac{2}{3}$	{ 9 10	{ 58	{ 4
Porters, . . . . .	.22 $\frac{1}{4}$	{ 2.02 2.24	{ 13.00	.25	.33 $\frac{2}{3}$	{ 9 10	{ 58	{ 4
Starters, . . . . .	.25 $\frac{1}{4}$	{ 2.33 2.67	{ 15.00	.25	.39	{ 9 10	{ 58	{ 4
Engineers, Stationary and Steam.								
Adams, . . . . .	.43	4.30	25.80	—	—	10	60	—
Boston,	{ .58 $\frac{1}{3}$ - .73	{ 4.67- 5.84	{ 28.00- 35.00	{ .87 $\frac{1}{2}$ - 1.09 $\frac{1}{2}$	{ 1.16 $\frac{2}{3}$ - 1.46	{ 8	{ 48	{ — —
Brockton:								
First class,	—	—	28.00	—	—	{ 8- 10	{ —	{ —
Second class,	—	—	24.00	—	—	{ 8- 10	{ —	{ —
Third class,	—	—	21.00	—	—	{ 8- 10	{ —	{ —
Fall River (breweries),	{ .34- .50	{ 2.72- 4.00	{ 19.00- 28.00	{ .50	{ .34- .50	{ 8- 12	{ 56	{ — —
Fall River (electric stations), . . . . .	.37 $\frac{1}{2}$	{ 3.00- 4.50	{ 21.00	.50	.37 $\frac{1}{2}$	{ 8- 12	{ 56	{ — —

¹ In electric light plants.² Telephone men have Saturday half-holiday.³ Saturday night.

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	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Engineers, Stationary and Steam — Con.								
Haverhill,	{ \$0.30- .41 $\frac{2}{3}$	\$3.00- 5.00	\$18.00- 25.00	\$0.45- .62 $\frac{1}{2}$	\$0.45- .62 $\frac{1}{2}$	¹ 10- 12	60	3
Holyoke, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Lowell:								
First class, . . . . .	.42 $\frac{2}{3}$	4.16	² 23.00	.63 $\frac{5}{6}$	.85 $\frac{5}{6}$	9 $\frac{3}{4}$	54	12
Second class, . . . . .	.39	3.80	² 21.00	.58 $\frac{1}{2}$	.78	9 $\frac{3}{4}$	54	12
Third class, . . . . .	.33 $\frac{1}{3}$	3.25	18.00	.50	.66 $\frac{2}{3}$	9 $\frac{3}{4}$	54	12
Lynn:								
First class, . . . . .	.41 $\frac{2}{3}$	4.17	25.00	.62 $\frac{1}{2}$	—	10	60	6
Second class, . . . . .	.35	3.50	21.00	.52 $\frac{1}{2}$	—	10	60	6
Third class, . . . . .	.30	3.00	18.00	.90	—	10	60	6
Pittsfield, . . . . .	.45	3.60	21.60	.67 $\frac{1}{2}$	.90	8	48	—
Quincy (Union A), . . . . .	.33 $\frac{1}{3}$	2.67	16.00	—	—	8	48	—
Quincy (Union B), . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.37 $\frac{1}{2}$	.75	8	48	—
Salem:								
First class, ³	{ .46 $\frac{2}{3}$ - .37 $\frac{1}{2}$	3.71	26.00	{ .69 $\frac{2}{3}$ - .55 $\frac{1}{2}$	{ .69 $\frac{2}{3}$ - .55 $\frac{1}{2}$	{ 8- 10	56- 70	{ 5- —
Second class, ³	{ .41 $\frac{1}{6}$ - .32 $\frac{2}{3}$	3.29	23.00	{ .61 $\frac{1}{3}$ - .49 $\frac{2}{3}$	{ .61 $\frac{1}{3}$ - .49 $\frac{2}{3}$	{ 8- 10	56- 70	{ 5- —
Third class, ³	{ .35 $\frac{1}{2}$ - .28 $\frac{1}{2}$	2.86	20.00	{ .53 $\frac{1}{2}$ - .42 $\frac{2}{3}$	{ .53 $\frac{1}{2}$ - .42 $\frac{2}{3}$	{ 8- 10	56- 70	{ 5- —
First class,	{ .41 $\frac{1}{6}$ - .32 $\frac{2}{3}$	3.29	23.00	{ .61 $\frac{1}{3}$ - .49 $\frac{2}{3}$	{ .61 $\frac{1}{3}$ - .49 $\frac{2}{3}$	{ 8- 10	56- 70	{ 5- —
Second class,	{ .35 $\frac{1}{2}$ - .28 $\frac{1}{2}$	2.86	20.00	{ .53 $\frac{1}{2}$ - .42 $\frac{2}{3}$	{ .53 $\frac{1}{2}$ - .42 $\frac{2}{3}$	{ 8- 10	56- 70	{ 5- —
Taunton:								
First class, . . . . .	.42 $\frac{1}{2}$	3.43	24.00	—	.85 $\frac{1}{2}$	8	56	—
Second class, . . . . .	.37 $\frac{1}{2}$	3.00	21.00	—	.75	8	56	—
Third class, . . . . .	.32 $\frac{1}{2}$	2.57	18.00	—	.64 $\frac{1}{2}$	8	56	—
Firemen, Stationary.								
Boston,	—	3.25	19.50	—	—	—	—	—
Boston (marine),	{ .16 $\frac{2}{3}$ - .14 $\frac{1}{2}$	1.33	{ 40.00	—	—	{ 7 8 9	56 63	{ — —
Brockton, . . . . .	.30 $\frac{5}{8}$	2.75	19.25	—	—	9	63	—
Fall River,	{ .17- .20	2.04	14.28- 16.80	.17- .20	.17- .20	{ 12	84	—
Fitchburg, . . . . .	.31 $\frac{1}{4}$	2.50	17.50	—	.31 $\frac{1}{4}$	8	56	—
Gardner, . . . . .	.16 $\frac{2}{3}$	2.00	⁸ 14.00	.20	—	12	84	⁹ —
Holyoke, . . . . .	.31 $\frac{1}{4}$	2.50	17.50	—	—	8	56	—
Lynn (one boiler), . . . . .	.24 $\frac{3}{8}$	2.71	15.00	.40	.49 $\frac{1}{8}$	11	61	12
Lynn (two or more boilers),	{ .31 $\frac{1}{2}$ - .34 $\frac{1}{2}$	2.50- 2.74	17.50- 19.20	.62 $\frac{1}{2}$ - .68 $\frac{1}{2}$	.62 $\frac{1}{2}$ - .68 $\frac{1}{2}$	{ 8	56	—
New Bedford, . . . . .	.18	2.16	15.12	—	—	12	84	—
North Adams,	—	2.72	19.00	—	—	{ 8- 12	56- 84	{ — —
Northampton, . . . . .	.28 $\frac{1}{8}$	2.25	15.75	.42 $\frac{1}{8}$	.42 $\frac{1}{8}$	8	56	—
Pittsfield, . . . . .	.29 $\frac{1}{2}$	2.34	16.40	.36 $\frac{1}{2}$	—	8	56	—
Salem:								
Firemen,	—	{ 2.92 2.50	17.50	—	—	8	{ 48 56	{ — —
Helpers,	—	{ 2.33 2.00	14.00	—	—	8	{ 48 56	{ — —
Oilers,	—	{ 2.33 2.00	14.00	—	—	8	{ 48 56	{ — —

¹ On Saturday 9 to 11 hours.² Minimum.³ Men in charge.⁴ Eight hours in electric light and power stations, water works, and gas works.⁵ In some plants.⁶ Monthly rate including board.⁷ In port, 9 hours; at sea, 8 hours watch, 4 hours on, 8 hours off.⁸ Average.⁹ In some cases Saturday half-holiday during 6 months.

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	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Firemen, Stationary — Con.								
Taunton:								
Coal passers,	\$0. 18	\$1. 44	\$10. 08	—	\$0. 18	8	56	—
Firemen, . . . . .	.20	2. 40	16. 80	—	.20	12	54	—
Oilers, . . . . .	.17	1. 70	11. 90	—	.17	10	70	—
Worcester, . . . . .	.45	3. 60	25. 20	\$0.65	.65	8	56	—
Fish Workers.								
Gloucester:								
Fish handlers, . . . . .	.30	2. 70	16. 20	—	.45	9	54	3
Fish splitters, . . . . .	.35	3. 15	18. 90	—	.52½	9	54	3
Fish workers (females),	1.12½	1. 10	16. 60	.12½	—	9	54	3
Freight Handlers.								
<i>(See Steam Railroad Employees.)</i>								
Garment Workers.								
<i>Cloak and Skirt Makers.</i>								
Boston:								
Cutters, . . . . .	.48	4. 32	24. 00	.72	—	9	50	12
Cutters' helpers, . . . . .	.36	3. 24	18. 00	.54	—	9	50	12
Pressers, . . . . .	.48	4. 32	24. 00	.72	—	9	50	12
Pressers' helpers, . . . . .	.38	3. 42	19. 00	.57	—	9	50	12
Skirt pressers (Union A), . . . . .	.34	3. 06	17. 00	.51	—	9	50	12
Skirt pressers (Union B), . . . . .	.44	3. 96	22. 00	.66	—	9	50	12
Fall River (skirt makers), . . . . .	.15½	1. 47	8. 06	.23¼	—	9½	52	12
Worcester (cloak makers), . . . . .	.25—	2. 25—	14. 00—	2—	—	9	54	3 2
Worcester (skirt makers), . . . . .	.13—	1. 17—	7. 00—	2—	—	9	54	3 2
<i>Clothing Trimmers.</i>								
Boston, . . . . .	.34—	3. 06—	18. 00	.51—	4—	9	50—	12
	.36	3. 24		.54			53	
<i>Coat Makers.</i>								
Boston (men), . . . . .	.30—	2. 70—	15. 00—	—	—	9	50	12
Boston (women), . . . . .	.50	4. 50	25. 00	—	—	9	50	12
	.12—	1. 08—	6. 00—	—	—			
	.24	2. 16	12. 00	—	—			
<i>Dressmakers.</i>								
Boston, . . . . .	.12—	1. 08—	6. 00—	.18—	—	9	50	12
Fall River, . . . . .	.22	1. 98	11. 00	.33	—	9½	52	12
	.19	1. 81	9. 88	.28½	—			
<i>Garment Cutters (Ladies).</i>								
Boston, . . . . .	.36—	3. 24—	18. 00—	.54—	—	9	50	12
	.48	4. 32	24. 00	.72	—			
<i>Overall and Coat Workers.</i>								
Boston (cutters), . . . . .	.41	3. 28	18. 00	.61¼ ¹¹	.81¾ ¹¹	8	44	12
<i>Pants Makers.</i>								
Boston, . . . . .	.36	3. 24	18. 00	4—	4—	9	50	12
<i>Shirt-waist Makers.</i>								
Boston, . . . . .	.12	1. 08	5 6.00	—	—	9	50	12

¹ Average.² In some cases regular rate; in others time and one-half.³ Make up time on 5 days of week.⁴ No work.⁵ Minimum.

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	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Garment Workers — Con.								
<i>Tailors.</i>								
Boston (men),	\$0.25- .43 $\frac{3}{4}$	\$2.00- 3.50	\$12.00- 21.00	\$0.25- 43 $\frac{3}{4}$	}	—	8	48
Boston (women),	.14 $\frac{1}{12}$ - .20 $\frac{5}{8}$	1.17- 1.67	7.00- 10.00	.14 $\frac{1}{12}$ - 20 $\frac{5}{8}$				
Brockton,	.27 $\frac{1}{2}$	2.75	16.50	.30	—	—	10	60
Holyoke,	.25	2.50	15.00	.30	—	—	10	60
Lowell (bushelmen),	.25- .30	2.50- 3.00	15.00- 18.00	.30	—	—	10	60
Lowell (pressmen),	.25- .30	2.50- 3.00	15.00- 18.00	.30	—	—	10	60
Northampton,	.23 $\frac{1}{3}$ - .18	2.33 $\frac{1}{3}$ -	14.00	.30	\$0.30	{ 10- 13 }	60	—
Pittsfield,	.26 $\frac{7}{10}$	2.67	16.00	.35	.35	10	60	—
Pittsfield (helpers),	.20	2.00	12.00	.35	.35	10	60	—
Springfield,	.30	3.00	18.00	.30	.30	10	60	—
Gasfitters.								
Beverly,	.60	4.80	26.40	.90	1.20	8	44	12
Boston (Union A),	.55	4.40	24.20	1.10	1.10	8	44	12
Boston (Union B),	.55	4.40	24.20	{ 2.82 $\frac{1}{2}$ 1.10 }	1.10	8	44	12
Gloucester,	.40 $\frac{5}{8}$	3.25	19.50	.81 $\frac{1}{4}$	.81 $\frac{1}{4}$	8	48	3
Haverhill,	.43 $\frac{3}{4}$	3.50	21.00	—	—	8	48	5
Lynn,	.60	4.80	26.40	1.20	1.20	8	44	12
Northampton,	.43 $\frac{3}{4}$	3.50	21.00	.65 $\frac{5}{8}$	.87 $\frac{1}{2}$	8	48	3
Glass Workers.								
<i>Blowers.</i>								
New Bedford,	—	³ 6.50	—	—	4 —	9	⁵ 45	—
Somerville,	—	{ 5.00- 7.50 }	—	—	—	8	44	12
<i>Cutters and Glaziers.</i>								
Boston,	.36	3.24	18.00	.52 $\frac{1}{2}$	—	9	50	12
<i>Gaffers.</i>								
New Bedford,	—	³ 5.00	—	—	4 —	9	⁵ 45	—
Somerville,	—	{ 6.00- 8.00 }	—	—	—	8	44	12
<i>Gatherers.</i>								
New Bedford,	—	³ 3.75	—	—	4 —	9	⁵ 45	—
Somerville,	—	{ 3.50- 4.50 }	—	—	—	8	44	12
<i>Pressers.</i>								
New Bedford,	—	³ 5.50	—	—	4 —	9	⁵ 45	—
<i>Servers.</i>								
New Bedford,	—	³ 5.00	—	—	4 —	9	⁵ 45	—
Somerville,	—	{ 5.50- 6.25 }	—	—	—	8	44	12
Granite Cutters.								
Boston,	.45 $\frac{5}{8}$	3.65	20.08	.68 $\frac{1}{2}$	.91 $\frac{1}{4}$	8	44	12
Brockton,	.40 $\frac{5}{8}$	3.25	18.28	.61	.81 $\frac{1}{4}$	8	45	12
Chelmsford,	.41	3.28	18.45	.61 $\frac{1}{2}$	.82	8	45	12

¹ Minimum.⁴ No work.² Time and one-half till 9 P.M.; double time thereafter.⁵ If work Saturday 4 $\frac{1}{2}$ hours or 49 $\frac{1}{2}$ hours a week³ Average.

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	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Granite Cutters — Con.								
Chester, ¹	² \$0.37½	\$3.00	\$16.88	\$0.56¼	\$0.75	8	45	12
Fall River, ²	.43	3.44	19.35	.64½	.86	8	45	12
Fitchburg,	.40⅝	3.25	17.88	.61	.81¼	8	44	12
Foxborough,	.40⅝	3.25	17.88	4-	4-	8	44	12
Gloucester, ³	.40⅝	3.25	17.88	.61	.61	8	44	12
Holyoke,	.45⅝	3.65	20.08	-	.91¼	8	44	12
Lawrence,	.42	3.36	18.48	.63	.84	8	44	12
Lowell,	.41	3.28	18.45	.61½	.61½	8	45	12
Lynn,	² .43	3.44	18.92	4-	.86	8	44	12
Milford, ³	² .43	3.44	19.35	.64½	.86	8	45	12
Milford (surfacing machine cutters),	² .46	3.68	20.70	.69	.92	8	45	12
Monson,	.42	3.36	18.90	.63	.84	8	45	12
New Bedford,	.42	3.36	18.48	.63	.84	8	44	12
Quincy,	.40⅝	3.25	18.28	.61	.81¼	8	45	12
Quincy (tool sharpeners),	.40⅝	3.25	18.18	.61	.81¼	8	44¾	12
Rockport, ³	.40⅝	3.25	17.88	.61	.61	8	44	12
Springfield,	.45⅝	3.65	20.08	-	.91¼	8	44	12
Taunton,	.44	3.52	19.36	.66	.88	8	44	12
Townsend,	.41	3.28	18.45	.61½	.82	8	45	12
Westford,	.41	3.28	18.45	.61½	-	8	45	12
Worcester, ³	.42	3.36	18.90	.63	.84	8	45	12
Harness Makers.								
Boston,	.34	3.00	18.00	.51	.68	9	53	-
Hat and Cap Makers.								
Amesbury,	.311½/19	3.00	16.74	-	-	9½	53	12
Boston (cloth hats, men),	.36- .40	3.24- 3.60	18.00- 20.00	.54- .60	.54- .60	9	50	12
Boston (cloth hats, women),	.20- .24	1.80- 2.16	10.00- 12.00	.30- .36	.30- .36	9	50	12
Fall River,	.13½	1.33	8.00	-	-	10	60	-
Hod Carriers.								
<i>(See Building Laborers.)</i>								
Hoisting and Portable Engineers.								
Boston,	.75	6.00	33.00	1.50	1.50	8	44	12
Lawrence,	.37½	3.00	18.00	.56¼	.75	8	48	-
Lowell,	.43¼	3.50	² 21.00	.65⅝	.65⅝	8	48	-
Lynn,	.35	3.50	21.00	.52½	-	10	60	6
Milford,	.39½	3.16	18.96	.59¼	.79	8	48	6
New Bedford,	.50	4.00	22.00	.75	1.00	8	44	12
Quincy,	.31¼	2.50	15.00	.46⅝	.62½	8	48	-
Rockport,	² .26	2.08	12.48	.39	.39	8	48	-
Salem,	.50 .44½	4.00	24.00	.75 .66⅝	.75 .66⅝	8 9	48 54	- }
Springfield,	.50	4.00	22.00	.75	.75	8	44	12
Worcester,	.50	4.00	24.00	.75	1.00	8	48	-
Hoisting Engineers — Coal.								
Boston (one-man tour),	.49 .46¼	4.41 4.15	24.00	.70	.60	9 {	⁵ 49 52	8

¹ Tool sharpeners receive same rate.² Minimum.³ Tool sharpeners, polishers, and sawyers receive same rate.⁴ No work.⁵ Saturday half-holiday or 49 hours a week for 8 months; 52 hours for 4 months.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Hoisting Engineers — Coal — Con.								
Boston (two-man tour),	{ \$0.42 $\frac{7}{8}$.40 $\frac{3}{8}$	\$3.85 3.63	} \$21.00	\$0.70	\$0.60	9 {	1 49 52	} 8
Boston (transient men, day),	—	7.00	—	—	—	—	—	—
Boston (transient men, night),	—	8.00	—	—	—	—	—	—
Horseshoers.								
Boston, . . . . .	.39 $\frac{5}{8}$	3 57	21 00	.50	—	9	53	6
Haverhill,	{ .33 .36	{ 2 97 3 24	{ 16 50 18 00	{ .49 $\frac{1}{2}$.54	{ .49 $\frac{1}{2}$.54	{ 9	{ 50	{ 12
North Adams, . . . . .	.34	3 06	18 00	.50	.34	9	53	—
Springfield (firemen), . . . . .	.34	3 06	18 00	.34	.34	9	53	4
Springfield (floormen), . . . . .	.28 $\frac{7}{8}$	2 55	15 00	.28 $\frac{1}{2}$	.28 $\frac{1}{2}$	9	53	4
Worcester (firemen), . . . . .	.39 $\frac{5}{8}$	3 57	21 00	.50	.50	9	53	6
Worcester (floormen), . . . . .	.34	3 06	18 00	.50	.50	9	53	6
Hotel Workers.								
Boston:								
Bell boys, . . . . .	.06 $\frac{3}{8}$	.67	² 20.00	.50	.50	10	70	—
Buss boys, . . . . .	.06 $\frac{3}{8}$	.67	² 20.00	.50	.50	10	70	—
Chambermaids, . . . . .	.06 $\frac{3}{8}$	.67	² 20.00	.50	.50	10	70	—
Kitchen help, . . . . .	.08 $\frac{1}{2}$	.83 $\frac{1}{2}$	² 25.00	.50	.50	10	70	—
Brockton (kitchen men), . . . . .	.10	1.00	³ 7.00	.25	4 25	10	70	—
Brockton (kitchen women), . . . . .	.11	1.00	³ 6.00	.25	4 25	—	54	—
Insulators and Asbestos Workers.								
Boston, . . . . .	.47	3.76	20.68	.94	.94	8	44	12
Iron Molders. (See Molders.)								
Lamplighters.								
Boston,	—	2.00	14.00	—	—	—	—	—
Lathers.								
Boston, . . . . .	.60	4.80	26.40	1 20	1 20	8	44	12
Brockton, . . . . .	.55	4.40	24 20	—	—	8	44	12
Holyoke, . . . . .	.50	4.00	22 00	⁵ —	⁵ —	8	44	12
Lawrence, . . . . .	.46 $\frac{7}{8}$	3.75	20 63	.93 $\frac{3}{4}$	.93 $\frac{3}{4}$	8	44	12
Lowell, . . . . .	.50	4.00	24 00	1.00	1.00	8	48	4
Quincy, . . . . .	.56 $\frac{1}{2}$	4.52	24.86	.84 $\frac{3}{4}$	1.13	8	44	12
Waltham, . . . . .	.57 $\frac{1}{2}$	4.60	25.30	1.15	⁵ —	8	44	12
Laundry Workers.								
Boston (men),	{ .18 $\frac{1}{2}$.33 $\frac{1}{2}$	{ 1.67— 3.00	{ 10 00— 18 00	{ .37— .66 $\frac{2}{3}$	{ ⁵ — ⁵ —	9	54	—
Boston (women),	{ .11 $\frac{1}{2}$.22 $\frac{1}{2}$	{ 1.00— 2.00	{ 6 00— 12 00	{ .22 $\frac{1}{2}$.44 $\frac{1}{2}$	{ ⁵ — ⁵ —	9	54	—

¹ Saturday half-holiday or 49 hours a week for 8 months; 52 hours for 4 months.

² Rate per month.

³ Minimum; with board.

⁴ Double pay on Labor Day.

⁵ No work.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Laundry Workers — Con.								
Haverhill: ¹								
Drivers,	\$.22½	\$2.00	² \$12.00	\$0.33½	—	9	54	—
Mangle ironers, . . . . .	.15	1.35	² 8.10	.22½	—	9	54	—
Plain ironers, . . . . .	.15	1.35	² 8.10	.22½	—	9	54	—
Polishers, . . . . .	.22½	2.00	² 12.00	.33½	—	9	54	—
Starch ironers, . . . . .	.17½	1.60	² 9.60	.26½	—	9	54	—
Washers, . . . . .	.22½	2.00	² 12.00	.33½	—	9	54	—
Leather Handlers.								
Boston,	{ .25½ .29½	2.30- 2.66	13.00- 15.00	.50 .50	\$0.51- .59	} 9	51	12
Leather Workers.								
Lowell:								
Buffers, . . . . .	.33½	3.00	18.00	.50	.50	9	49	12
Finishers, . . . . .	.33½	3.00	18.00	.50	.50	9	49	12
Machine shavers, . . . . .	.40	3.60	21.60	.60	.60	9	49	12
Stakers, . . . . .	.30½	2.75	16.50	.45½	.45½	9	49	12
Tackers, . . . . .	.30½	2.75	16.50	.45½	.45½	9	49	12
Trimmers, . . . . .	.25	2.25	13.50	.37½	.37½	9	49	12
Longshoremen .								
Boston (Union A), . . . . .	.33	—	—	.50	.60	10	59	—
Boston (Union B), . . . . .	.33	—	—	.50	.60	10	59	—
Boston (Union C),	{ .33- .40	} —	—	{ .50- .60	.60	10	59	—
Boston (Union D):								
Bulk cargoes, day, . . . . .	.35	—	—	.60	.60	10	59	—
General cargoes, day, . . . . .	.33	—	—	.60	.60	10	59	—
General or bulk cargoes, night, . . . . .	.50	—	—	.60	.60	10	59	—
Grain, sugar cargoes, etc., night, . . . . .	.60	—	—	.60	.60	10	59	—
Wrecks, fire, or stranded vessels, day, . . . . .	.50	—	—	.60	1.00	10	59	—
Wrecks, fire, or stranded vessels, night, . . . . .	.60	—	—	.60	1.00	10	59	—
Machinists.								
Athol:								
Apprentices,	{ .11½- .16½	1.00- 1.50	6.00- 9.00	.16½- .25	.22½- .33½	} 9	54	{ 4- 5
Machinists,	{ .33½- .38½	3.00- 3.50	18.00- 21.00	.50- .58½	.66½- .77½	} 9	54	{ 4- 5
Specialists,	{ .22½- .44½	2.00- 4.00	12.00- 24.00	.33½- .66½	.44½- .88½	} 9	54	{ 4- 5
Toolmakers,	{ .38½- .44½	3.50- 4.00	21.00- 24.00	.58½- .66½	.77½- .88½	} 9	54	{ 4- 5
Boston:								
Machinists (Union A),	{ .30- .38	2.70- 3.42	16.20- 20.52	.45- .57	.45- .57	} 9	54	—
Machinists (Union B), . . . . .	.38½	3.50	{ 19.45 21.00	.58½	.77½	9	{ 50 54	12 5
Machinists (Hyde Park), . . . . .	.28	2.52	15.12	.42	.42	9	54	3
Machinists (Union D), . . . . .	.34½	3.11	18.29	.48	.48	9	53	—
Machinists' helpers,	{ .20- .28½	1.80- 2.57	10.80- 15.39	.30- .42¾	.30- .42¾	} 9	³ 53	—
Specialists, . . . . .	.33½	3.00	{ 16.67 18.00	.50	.66½	9	{ 50 54	12 5

¹ Minimum wage for all women employees outside of those mentioned is \$1.35 a day or \$8.10 a week.

² Minimum.

³ Paid for 54 hours.

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	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Machinists — Con.								
Boston — Con.								
Tool and die makers, . . .	\$0.44 $\frac{1}{2}$	\$4.00	{ \$22.22 24.00 }	\$0.66 $\frac{1}{2}$	\$0.88 $\frac{1}{2}$	9	{ 50 54 }	12 5
Tool makers, . . .	{ .36- .48 }	3.24- 4.32	19.44- 25.92	.54- .72	.54- .72	{ 9	54	-
Brockton, . . .	.33 $\frac{1}{2}$	3.00	18.00	.50	.66 $\frac{2}{3}$	9	54	-
Chicopee, . . .	{ .33 $\frac{1}{2}$ - .40 }	3.00- 3.60	18.00- 21.60	.41 $\frac{2}{3}$ - .50	.41 $\frac{2}{3}$ - .50	{ 9	54	1 6
Holyoke, . . .	.27 $\frac{1}{2}$	2.50	15.00	.55 $\frac{1}{2}$	.55 $\frac{1}{2}$	9	54	-
Lawrence (Union A), . . .	.25	2.25	13.50	.37 $\frac{1}{2}$	.37 $\frac{1}{2}$	9 $\frac{3}{4}$	54	12
Lawrence (Union B), . . .	.24 $\frac{3}{4}$	2.41	13.40	.31	-	9 $\frac{3}{4}$	54	12
Lynn (Union A), . . .	.38 $\frac{3}{4}$	3.50	19.45	.58 $\frac{1}{2}$	.77 $\frac{1}{2}$	9	50	12
Lynn (Union B), . . .	.30	3.00	16.20	-	-	10	54	12
Montague, . . .	.27 $\frac{1}{2}$	2.50	² 15.00	-	-	9	54	-
New Bedford, . . .	.26 $\frac{1}{2}$	2.62	² 14.50	{ .33 $\frac{1}{2}$.40 $\frac{1}{2}$ }	{ .33 $\frac{1}{2}$.40 $\frac{1}{2}$ }	9 $\frac{3}{4}$	54	12
Springfield, . . .	{ .33- .37 $\frac{1}{2}$ }	2.97- 3.75	18.15- 20.63	.33- .37 $\frac{1}{2}$ }	.33- .37 $\frac{1}{2}$ }	9	55	{ - 12 }
Taunton, . . .	.25	² 2.50	13.75	.25	.25	10	55	12
Waltham, . . .	{ .30- .32 $\frac{1}{2}$ }	3.00- 3.25	16.50- 17.88	.45- .48 $\frac{3}{4}$ }	.45- .48 $\frac{3}{4}$ }	{ 10	55	12
Waltham (toolmakers), . . .	{ .32 $\frac{1}{2}$ - .44 }	3.25- 4.40	17.88- 24.20	.48 $\frac{3}{4}$ - .66	-	10	55	12
Worcester (Union A), . . .	.27 $\frac{1}{2}$	2.75	15.13	-	-	10	55	12
Worcester (Union B), . . .	{ .30 $\frac{1}{2}$ - .37 $\frac{1}{2}$ }	2.75- 3.38	16.17- 19.88	.45 $\frac{3}{4}$ - .56 $\frac{1}{4}$ }	.45 $\frac{3}{4}$ - .56 $\frac{1}{4}$ }	{ 9	53	2
Mailers — Newspaper.								
Boston, . . .	.45	3.15	18.90	.52 $\frac{1}{2}$	1.05	7	42	-
Marble Cutters and Setters.								
Boston, . . .	.56 $\frac{1}{4}$	4.50	24.75	.84 $\frac{3}{8}$	1.12 $\frac{1}{2}$	8	44	12
Marble Workers.								
Boston (Union A), . . .	.30	2.40	13.20	.45	.60	8	44	12
Boston (Masons Union B), . . .	.45	3.60	19.80	.67 $\frac{1}{2}$	.67 $\frac{1}{2}$	8	44	12
Boston (helpers), . . .	.28 $\frac{3}{4}$	2.30	12.65	.43 $\frac{1}{8}$	.43 $\frac{1}{8}$	8	44	12
Metal Polishers, Buffers, and Platers.								
<i>Buffers.</i>								
Amesbury, . . .	.36 $\frac{1}{2}$	3.25	19.50	.54 $\frac{1}{2}$	.54 $\frac{1}{2}$	9	54	-
Athol, . . .	{ .34 .38 }	3.06 3.42	17.00 19.00	{ - - }	{ - - }	{ 9	50	12
Boston, . . .	.39	3.51	19.50	.58 $\frac{1}{2}$	-	9	50	12
Lowell, . . .	.27 $\frac{1}{2}$	2.71	15.00	.34 $\frac{2}{3}$	.41 $\frac{2}{3}$	9 $\frac{3}{4}$	54	12
Springfield, . . .	.33 $\frac{1}{3}$	3.00	18.00	.50	.66 $\frac{2}{3}$	9	54	³ 4
Taunton, . . .	.29 $\frac{1}{2}$	2.65	15.90	-	-	9	54	-
Westfield, . . .	.40	3.60	21.60	-	-	9	54	3
Worcester, . . .	.30	3.00	16.50	-	-	10	55	12

¹ Make up time by working 10 hours on 4 days of week.² Average.³ Make up time by working 10 hours on 5 days of week.

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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Metal Polishers, Buffers, and Platers — Con.								
<i>Metal Polishers.</i>								
Amesbury,	\$0.36 $\frac{1}{2}$	\$3.25	\$19.50	\$0.54 $\frac{1}{2}$	\$0.54 $\frac{1}{2}$	9	54	-
Ashburnham:								
Assemblers,	{ .16 $\frac{3}{4}$.21 $\frac{7}{8}$.31 $\frac{1}{4}$	1.64 1.91 2.73	9.00 10.50 15.00	.28 $\frac{1}{8}$.32 $\frac{3}{4}$.46 $\frac{1}{2}$	1- 1- 1-	8 $\frac{3}{4}$ 8 $\frac{3}{4}$ 8 $\frac{3}{4}$	48 48 48	12 12 12
Grinders, . . . . .	.31 $\frac{1}{4}$	2.73	15.00	.46 $\frac{1}{2}$	1-	8 $\frac{3}{4}$	48	12
Micrometer, . . . . .	.31 $\frac{1}{4}$	2.73	15.00	.46 $\frac{1}{2}$	1-	8 $\frac{3}{4}$	48	12
Polishers,	{ .31 $\frac{1}{4}$.34 $\frac{3}{8}$.31 $\frac{1}{4}$	2.73 3.01 2.73	15.00 16.50 15.00	.46 $\frac{1}{2}$.51 $\frac{1}{2}$.46 $\frac{1}{2}$	1- 1- 1-	8 $\frac{3}{4}$ 8 $\frac{3}{4}$ 8 $\frac{3}{4}$	48 48 48	12 12 12
Straighteners, . . . . .	.34	3.06	17.00	.46 $\frac{1}{2}$	1-	9	50	12
Athol,	{ .38 .38	3.42 3.42	19.00 19.00	- -	- -	- -	- -	- -
Boston:								
Brass workers, . . . . .	.39	3.51	19.50	.58 $\frac{1}{2}$	-	9	50	12
Polishers, . . . . .	.39	3.51	19.50	.58 $\frac{1}{2}$	-	9	50	12
Silver workers, . . . . .	.39	3.51	19.50	.58 $\frac{1}{2}$	-	9	50	12
Lowell, . . . . .	.27 $\frac{7}{8}$	2.71	15.00	.34 $\frac{3}{8}$	.41 $\frac{3}{8}$	9 $\frac{3}{4}$	54	12
Montague (heavy), . . . . .	.33 $\frac{3}{8}$	3.00	18.00	1-	1-	9	54	-
Montague (light), . . . . .	.32 $\frac{3}{8}$	-	17.50	1-	1-	9	54	-
Northampton,	-	{ 2.50 23.00	15.00 18.00	1-	1-	9	54	4
Orange,	{ .25- .35	2.00- 2.80	12.00- 16.80	1-	1-	8	48	-
Springfield, . . . . .	.33 $\frac{1}{2}$	3.00	18.00	.50	.66 $\frac{2}{3}$	9	54	3 4
Taunton, . . . . .	.41 $\frac{1}{2}$	3.70	22.20	-	-	9	54	-
Westfield, . . . . .	.40	3.60	21.60	-	-	9	54	3
Worcester, . . . . .	.30	3.00	16.50	-	-	10	55	12
Worcester (apprentices),	{ .20- .24 $\frac{3}{8}$	2.00- 2.45	11.00- 13.50	- -	- -	10	55	12
<i>Platers.</i>								
Boston, . . . . .	.42	3.78	21.00	.63	-	9	50	12
Lowell, . . . . .	.27 $\frac{7}{8}$	2.71	15.00	.34 $\frac{3}{8}$	.41 $\frac{3}{8}$	9 $\frac{3}{4}$	54	12
Springfield,	{ .38 $\frac{3}{8}$.44 $\frac{3}{8}$	3.50 4.00	21.00 24.00	- -	- -	9 9	54 54	3 4 -
Taunton, . . . . .	.38 $\frac{3}{8}$	3.50	21.00	-	-	9	54	-
Meter Repairers — Gas.								
Boston, . . . . .	.31 $\frac{3}{8}$	3.16	17.40	1-	1-	10	55	12
Molders.								
<i>Brass Molders.</i>								
Boston, . . . . .	.38 $\frac{3}{8}$	3.50	21.00	.58 $\frac{1}{2}$	.77 $\frac{1}{2}$	9	54	3
Wakefield, . . . . .	.38 $\frac{3}{8}$	3.50	21.00	-	-	9	54	-
<i>Coremakers.</i>								
Boston (brass), . . . . .	.38 $\frac{3}{8}$	3.50	21.00	.58 $\frac{1}{2}$	.77 $\frac{1}{2}$	9	54	3
Boston, . . . . .	.38 $\frac{3}{8}$	3.50	21.00	.58 $\frac{1}{2}$	.77 $\frac{1}{2}$	9	54	3
Chelsea, . . . . .	.38 $\frac{3}{8}$	3.50	21.00	.58 $\frac{1}{2}$	-	9	54	-
Fitchburg, . . . . .	.30 $\frac{3}{8}$	2.75	16.50	.30 $\frac{3}{8}$	.30 $\frac{3}{8}$	9	54	-
Gardner, . . . . .	.33 $\frac{1}{2}$	3.00	18.00	.33 $\frac{1}{2}$	.33 $\frac{1}{2}$	9	54	-
Holyoke, . . . . .	.35	3.15	18.90	.52 $\frac{1}{2}$	.70	9	54	-
Lawrence, . . . . .	.33 $\frac{1}{2}$	3.17	18.00	.50	.66 $\frac{2}{3}$	9 $\frac{1}{2}$	54	12
Montague,	{ .30 $\frac{3}{8}$.35	2.75- 3.15	16.50- 18.90	.45 $\frac{5}{8}$.52 $\frac{1}{2}$	.61 $\frac{1}{2}$.70	9	54	-

¹ No work.

² Piece hands average \$3 a day; day hands receive \$2.50.

³ Make up time by working 10 hours on 5 days of week.

⁴ Piece rates.

⁵ In some cases.

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	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Molders — Con.								
Newburyport,	\$0 33½	\$3.17	\$18.00	\$0.50	\$0 66½	9½	54	12
Pittsfield,	-	{ 2.75- 3.00	{ 16.50- 18.00	{ 1- -	{ 1- -	10	55	-
Plymouth, . . . . .	.30%	2.75	16.50	.45%	.61½	9	54	-
Springfield, . . . . .	.34½	3.10	18.60	.51½	.68½	9	54	2 2-4
Westfield, . . . . .	.31	3.10	18.60	.31	.31	10	60	-
Worcester, . . . . .	.36%	3.28	19.68	.54½	.72%	9	54	-
<i>Iron Molders.</i>								
Boston, . . . . .	.38%	3.50	21.00	.58½	.77½	9	54	3
Chicopee, . . . . .	.30%	3.25	19.50	-	-	9	54	-
Fall River, . . . . .	.33½	3.00	18.00	-	-	9	54	-
Fitchburg, . . . . .	.33½	3.00	18.00	.33½	.33½	9	54	-
Foxborough, . . . . .	.33½	3.00	18.00	-	-	9	54	-
Holyoke, . . . . .	.36½	3.25	19.50	.54½	.72%	9	54	-
Montague,	{ .27½- .35	{ 2.50- 3.15	{ 15.00- 18.90	{ .41½- .52½	{ .55%- .70	{ 9	54	-
New Bedford,	{ .27½- .33½	{ 2.50- 3.00	{ 15.00- 18.00	{ - -	{ .41½- .50	{ 9	54	-
Newburyport, . . . . .	.36½	3.25	19.50	.54½	.72%	9½	54	12
North Adams,	{ .27½- .33½	{ 2.50- 3.00	{ 15.00- 18.00	{ - -	{ - -	{ 9	54	-
Northampton,	{ .33½- .36½	{ 3.00- 3.25	{ 18.00- 19.50	{ .50- .54½	{ .66½- .72%	{ 9	54	-
Orange, . . . . .	.30%	2.75	16.50	-	-	9	54	-
Plymouth, . . . . .	.38½	3.45	20.70	.57½	.76½	9	54	-
Springfield, . . . . .	.35½	3.21	19.25	.53½	.71½	9	54	-
Wakefield, . . . . .	.38%	3.50	21.00	-	-	9	54	-
Waltham, . . . . .	.36½	3.25	19.50	.54½	.72%	9	54	-
Westfield, . . . . .	.32½	3.25	19.50	.32½	.32½	10	60	-
Worcester, . . . . .	.36½	3.25	19.50	.54½	.72%	9	54	-
<i>Molders, n. s.</i>								
Gardner, . . . . .	.33½	3.00	18.00	.33½	.33½	9	54	-
Gardner (stove), . . . . .	.44½	3 4.00	24.00	-	-	9	54	-
Lawrence, . . . . .	.36½	3.25	19.50	.54½	.72%	9½	54	12
Lowell, . . . . .	.33½	3.00	18.00	.50	.66½	9	54	-
Pittsfield,	-	3.00	18.00	-	-	-	55	-
Springfield, . . . . .	.36½	3.25	19.50	.54½	.72%	9	54	2 2-4
Taunton (machine shops), . . . . .	.33½	3 3.00	18.00	-	-	9	54	-
Taunton (stove shops), . . . . .	.38	3 3.42	20.52	-	-	9	54	-
Moving Picture Operators.								
<i>(See Theatrical Stage Employees.)</i>								
Municipal Employees.								
<i>Ashmen.</i>								
New Bedford, . . . . .	.31½	2.50	15 00	-	-	8½	48	12
<i>Attendants.</i>								
Boston (Bath dept.), . . . . .	.31½	2.50	15 00	-	-	8	48	6
<i>Blacksmiths.</i>								
Lowell, . . . . .	.31½	2.50	15.00	-	.62½	8	48	-
New Bedford, . . . . .	.37½	3.00	18.00	-	-	8½	48	12
Newton, . . . . .	.37½	3.00	18.00	-	-	8	48	2
<i>Blacksmiths' Helpers.</i>								
New Bedford, . . . . .	.34%	2.75	16 50	-	-	8½	48	12

1 Time and one-quarter.

2 Make up time on 5 days of week.

3 Piece rates; average wage.

4 Minimum.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Municipal Employees — Con.								
<i>Bricklayers.</i>								
New Bedford,	\$0. 34 $\frac{3}{8}$	\$2. 75	\$16. 50	—	—	8 $\frac{1}{2}$	48	12
<i>Captains — Ferry.</i>								
Boston, . . . . .	. 52 $\frac{3}{4}$	4. 22	25. 31	—	—	8	48	—
<i>Carpenters.</i>								
Boston (Bath dept.), . . . .	. 34 $\frac{3}{8}$	2. 75	16. 50	—	—	8	48	6
New Bedford, . . . . .	. 37 $\frac{1}{2}$	3. 00	18. 00	—	—	8 $\frac{1}{2}$	48	12
Newton, . . . . .	. 37 $\frac{1}{2}$	3. 00	18. 00	—	—	8	48	2
<i>Cement Workers.</i>								
New Bedford, . . . . .	. 31 $\frac{1}{4}$	2. 50	15. 00	—	—	8 $\frac{1}{2}$	48	12
<i>Concrete Mixers.</i>								
Cambridge, . . . . .	. 34 $\frac{1}{8}$	2. 50	15. 00	—	—	8	44	12
<i>Curb Setters.</i>								
New Bedford, . . . . .	. 37 $\frac{1}{2}$	3. 00	18. 00	—	—	8 $\frac{1}{2}$	48	12
<i>Custodians.</i>								
Boston (Bath dept.), . . . .	. 37 $\frac{1}{2}$	3. 00	18. 00	—	—	8	48	6
<i>Deckmen — Ferry.</i>								
Boston,	—	—	16. 11	—	—	8	48	—
<i>Derrickmen.</i>								
New Bedford, . . . . .	. 31 $\frac{1}{4}$	2. 50	15. 00	—	—	8 $\frac{1}{2}$	48	12
<i>Drawtenders.</i>								
Boston, . . . . .	. 41	3. 29	23. 01	\$0. 41	\$0. 41	8	56	—
Boston (first assistant), . . .	. 34 $\frac{1}{4}$	2. 74	19. 17	. 34 $\frac{1}{4}$	. 34 $\frac{1}{4}$	8	56	—
Boston (second assistant), . .	. 30 $\frac{5}{8}$	2. 46	17. 25	. 30 $\frac{5}{8}$	. 30 $\frac{5}{8}$	8	56	—
<i>Drillmen.</i>								
New Bedford, . . . . .	. 34 $\frac{3}{8}$	2. 75	16. 50	—	—	8 $\frac{1}{2}$	48	12
<i>Firemen.</i>								
New Bedford, . . . . .	. 31 $\frac{1}{4}$	2. 50	15. 00	—	—	8 $\frac{1}{2}$	48	12
<i>Foremen.</i>								
Boston (Paving dept.), . . . .	. 52 $\frac{1}{8}$	4. 19	23. 01	. 78 $\frac{1}{2}$	. 78 $\frac{1}{2}$	8	44	12
Newton, . . . . .	. 40 $\frac{3}{8}$	3. 25	19. 50	—	—	8	48	2
Winchester, . . . . .	. 31 $\frac{1}{4}$	2. 50	15. 00	. 31 $\frac{1}{4}$	. 31 $\frac{1}{4}$	8	48	3
<i>Gatemen — Ferry.</i>								
Boston, . . . . .	. 38 $\frac{1}{8}$	3. 07	18. 41	—	—	8	48	—
<i>Inspectors.</i>								
Boston (sanitary and street cleaning), . . . . .	. 43 $\frac{3}{4}$	3. 50	19. 25	. 43 $\frac{3}{4}$	{ 1. 43 $\frac{3}{4}$. 87 $\frac{1}{2}$ }	8	44	12
Boston (street and water), . .	. 37 $\frac{1}{2}$	3. 00	16. 50	. 37 $\frac{1}{2}$	{ 1. 37 $\frac{1}{2}$. 75 }	8	44	12
<i>Janitors.</i>								
Springfield,	—	{ 2. 67— 3. 67 }	{ 2. 16. 00— 22. 00 }	—	—	8	48	12
<i>Laborers.</i>								
Boston, . . . . .	. 31 $\frac{1}{4}$	2. 50	13. 75	. 31 $\frac{1}{4}$	. 46 $\frac{7}{8}$	8	44	12
Boston (Bath. dept.), . . . .	. 31 $\frac{1}{4}$	2. 50	15. 00	—	—	8	48	6

¹ On Sunday regular rate; on holidays double time.³ No work.² According to size of building.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Municipal Employees — Con.								
<i>Laborers — Con.</i>								
Boston (Cemetery dept.), . . .	\$0. 31¼	\$2 50	\$13 75	—	—	8	44	12
Boston (Highway dept.), . . .	. 31¼	2 50	13 75	\$0. 31¼	\$0. 62½	8	44	12
Boston (Park dept.), . . .	. 31¼	2 50	13 75	1 —	1 —	8	44	12
Boston (Paving dept.), . . .	. 31¼	2 50	13 75	. 46⅞	. 46⅞	8	44	12
Boston (Publicgrounds dept.), .	. 31¼	2 50	13 75	1 —	1 —	8	44	12
Boston (sanitary and street cleaning), . . .	. 31¼	2 50	13 75	. 46⅞	. 46⅞	8	44	12
Boston (sewer workers), . . .	. 31¼	2 50	13 75	2. 46⅞	. 46⅞	8	44	12
Boston (water workers), . . .	. 31¼	2 50	13 75	. 62½	. 46⅞	8	44	12
Brookline, . . .	. 28⅞	2 25	13 50	. 28⅞	. 28⅞	8	48	4
Cambridge, . . .	. 28⅞	2 25	12 38	—	—	8	44	12
Chelsea, . . .	. 29¾	2 37½	14 25	1 —	. 29¾	8	48	—
Fall River, . . .	. 28⅞	2 25	13 50	. 28⅞	. 28⅞	8½	48	12
Lowell, . . .	. 25	2 00	12 00	—	. 50	8	48	—
Lynn, . . .	. 28⅞	2 25	13 50	—	. 56¼	8	48	—
Malden, . . .	. 31¼	2 50	15 00	—	—	8	48	—
Nahant, . . .	. 28⅞	2 25	13 50	1 —	1 —	8	48	5
New Bedford, . . .	. 31¼	2 50	15 00	. 62½	. 62½	8	48	6
New Bedford (paving), . . .	. 28⅞	2 25	13 50	—	—	8½	48	12
Newton, . . .	. 31¼	2 50	15 00	—	—	8½	48	12
Somerville, . . .	. 25	2 00	12 00	—	—	8	48	2
Winchester, . . .	. 26⅞	2 15	12 90	. 26⅞	. 26⅞	8	48	5
Worcester, . . .	. 28⅞	2 25	13 50	. 28⅞	. 28⅞	8	48	3
	. 20	1 60	9 60	. 20	. 20	8	48	—
<i>Ledgemen.</i>								
New Bedford, . . .	. 31¼	2 50	15 00	—	—	8½	48	12
<i>Locksmiths.</i>								
Boston (Bath dept.), . . .	. 34⅞	2 75	16 50	—	—	8	48	6
<i>Painters.</i>								
Boston, . . .	. 31¼	2 50	15 00	—	—	8	48	6
New Bedford, . . .	. 37½	3 00	18 00	—	—	8½	48	12
<i>Pavers and Rammermen.</i>								
Boston (Highway dept.), . . .	. 37½	3 00	16 50	. 37½	. 75	8	44	12
New Bedford (block), . . .	. 37½	3 00	18 00	—	—	8½	48	12
New Bedford (cobble), . . .	. 34⅞	2 75	16 50	—	—	8½	48	12
<i>Pipe Layers.</i>								
New Bedford, . . .	. 34⅞	2 75	16 50	—	—	8½	48	12
<i>Quartermasters — Ferry.</i>								
Boston, . . .	. 36	2 88	17 25	—	—	8	48	—
<i>Road Rollers.</i>								
New Bedford, . . .	. 43¾	3 50	21 00	—	—	8½	48	12
<i>Sewer Sheathers.</i>								
New Bedford, . . .	. 34⅞	2 75	16 50	—	—	8½	48	12
<i>Stablemen.</i>								
Boston, . . .	. 34⅞	2 75	15 13	. 34⅞	. 51½	8	44	12
Cambridge, . . .	. 31¼	2 50	15 00	—	—	8	48	—
New Bedford, . . .	. 31¼	2 50	15 00	—	—	8½	48	12
Winchester, . . .	. 28⅞	2 25	13 50	. 28⅞	. 28⅞	8	48	3
<i>Steam Drillers.</i>								
Lowell, . . .	. 31¼	2 50	15 00	—	. 62½	8	48	—
New Bedford, . . .	. 37½	3 00	18 00	—	—	8½	48	12

¹ No work.

² Time and one-half to 12 P.M.; double time thereafter.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Municipal Employees — Con.								
<i>Stone Cutters.</i>								
Boston (Highway dept.),	\$0.37½	\$3.00	\$16.50	\$0.37½	\$0.75	8	44	12
<i>Stone Workers.</i>								
New Bedford,	.34⅞	2.75	16.50	-	-	8½	48	12
<i>Teamsters.</i>								
Boston:								
Highway Dept.,	.31¼	2.50	13.75	.31¼	.62½	8	44	12
Machine drivers,	.34⅞	2.75	15.13	.34⅞	.68¾	8	44	12
One-horse drivers,	.31¼	2.50	13.75	.31¼	.46⅞	8	44	12
Sanitary and street cleaning drivers,	.31¼	2.50	13.75	1-	.31¼	8	44	12
Brockton,	.31¼	2.50	15.00	.30	-	8	48	3
Lowell,	.28½	2.25	13.50	-	-	9	48	12
Lynn,	.31¼	2.50	15.00	-	-	8	48	-
Malden,	.29½	2.38	14.25	.44½	.59½	8	48	5
New Bedford,	.31¼	2.50	15.00	-	-	8½	48	12
Newton,	.28½	2.25	13.50	-	-	8	48	2
Somerville,	.28½	2.25	13.50	.28½	.28½	8	48	5
Winchester,	.28½	2.25	13.50	.28½	.28½	8	48	3
<i>Trenchmen.</i>								
New Bedford,	.31¼	2.50	15.00	-	-	8½	48	12
<i>Water Department Filtr.</i>								
Nahant,	.37½	3.00	18.00	.75	.75	8	48	6

OCCUPATIONS.	RATES OF WAGES				HOURS OF LABOR	
	First Class	Second Class	Third Class	Fourth Class	Full Day	Full Week ²
Navy Yard Employees, Boston.³						
Block makers,	\$3.12	\$2.88	\$2.64	\$2.40	8	48
Boat builders,	3.60	3.36	3.12	2.88	8	48
Boilermakers,	3.76	3.52	3.28	3.04	8	48
Boilermakers' helpers,	2.40	2.08	1.84	1.60	8	48
Box makers,	3.12	2.88	2.64	2.40	8	48
Boys,	1.60	1.36	1.12	.88	8	48
Cabinet makers,	3.84	3.60	3.36	3.12	8	48
Calkers, wood,	3.52	3.28	3.04	2.80	8	48
Calkers and chippers, iron,	3.36	3.12	2.88	2.64	8	48
Carpenters,	4.00	3.76	3.52	3.28	8	48
Cement finishers,	4.00	3.76	3.52	3.28	8	48
Chain makers,	4.08	3.60	3.36	3.12	8	48
Chain makers' helpers,	2.40	2.08	1.84	1.60	8	48
Concrete workers,	2.56	2.40	2.16	1.84	8	48
Coopers,	3.12	2.88	2.64	2.40	8	48
Coppersmiths,	4.00	3.76	3.52	3.28	8	48

¹ No work.² During the summer the 44-hour week is in effect.³ Abstract from Annual Schedule of Wages for the year ending December 31, 1913, for employees of the U. S. Navy Yard, Boston.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS.	RATES OF WAGES				HOURS OF LABOR	
	First Class	Second Class	Third Class	Fourth Class	Full Day	Full Week
Navy Yard Employees, Boston — Con.						
Coppersmiths' helpers,	\$2 24	\$2 00	\$1 76	\$1 52	8	48
Coremakers,	3 36	3 12	2 88	2 64	8	48
Die sinkers,	5 04	4 80	4 56	4 32	8	48
Dispensary attendants,	2 24	2 00	—	—	8	48
Divers,	6 08	—	—	—	8	48
Drillers,	3 04	2 80	2 56	2 32	8	48
Electricians,	4 80	—	—	—	8	48
Electricians' helpers,	2 48	2 24	2 00	1 76	8	48
Electroplaters,	3 60	3 36	3 12	2 88	8	48
Engine tenders,	3 52	3 28	3 04	2 80	8	48
Engine tenders (locomotive),	3 84	3 60	3 36	3 12	8	48
Fasteners,	3 36	3 12	2 88	2 64	8	48
Firemen,	2 88	2 64	2 40	2 16	8	48
Flange turners,	4 08	3 84	3 60	3 36	8	48
Forgers, heavy,	4 64	4 40	4 08	3 84	8	48
Galvanizers,	3 28	3 04	2 80	2 56	8	48
Gardeners,	3 12	2 88	2 64	2 40	8	48
Hammer runners,	3 12	2 88	2 64	2 40	8	48
Heaters, furnace,	4 88	4 08	3 60	3 12	8	48
Helpers, general,	2 24	2 00	1 76	1 52	8	48
Hod carriers,	2 80	2 56	2 24	2 00	8	48
Holders on,	2 40	2 16	1 92	1 68	8	48
Janitors,	2 32	2 08	1 84	1 60	8	48
Joiners, ship,	4 00	3 76	3 52	3 28	8	48
Laboratorians' helpers,	2 48	—	—	—	8	48
Laborers, common,	2 24	2 00	1 76	1 52	8	48
Machinists,	3 76	3 52	3 28	3 04	8	48
Machinists' helpers,	2 40	2 08	1 84	1 60	8	48
Masons, brick,	5 20	4 96	4 72	4 48	8	48
Masons, stone,	5 20	4 96	4 72	4 48	8	48
Melters,	3 12	2 88	2 64	2 40	8	48
Millmen,	3 20	3 04	2 80	2 56	8	48
Millwrights,	4 08	3 60	3 36	3 12	8	48
Molders, green sand, iron or brass,	3 76	3 52	3 28	3 04	8	48
Molders, loam,	4 00	3 76	3 52	3 28	8	48
Molders, steel,	3 52	3 28	3 04	2 80	8	48
Molders' helpers,	2 24	2 00	1 76	1 52	8	48
Oakum spinners,	2 64	2 40	2 08	1 84	8	48
Ordnance men,	3 36	3 12	2 88	2 64	8	48
Ordnance helpers,	2 24	2 00	1 76	1 52	8	48
Packers,	2 64	2 40	2 32	2 08	8	48
Painters,	3 60	3 36	3 12	2 88	8	48
Painters' helpers,	2 24	2 00	1 76	1 52	8	48
Pattern makers,	4 00	3 76	3 52	3 28	8	48
Pavers,	4 08	3 60	3 36	3 12	8	48
Pipefitters,	4 00	3 76	3 52	3 28	8	48
Plasterers,	5 20	4 96	4 72	4 48	8	48
Plumbers, house,	4 40	4 16	3 92	3 68	8	48
Plumbers, ship,	4 40	4 16	3 92	3 68	8	48
Plumbers' helpers,	2 24	2 00	1 76	1 52	8	48
Pressmen,	4 00	2 88	2 64	2 40	8	48
Punchers and shearers,	2 88	2 64	2 40	2 16	8	48
Riggers,	3 52	3 28	3 04	2 80	8	48
Riggers' helpers,	2 24	2 00	1 76	1 52	8	48
Riveters,	3 36	3 12	2 88	2 64	8	48
Rivet heaters (boys),	1 60	1 36	1 12	.88	8	48
Roofers,	4 00	3 76	3 52	3 28	8	48
Rope makers,	3 12	2 88	2 64	2 40	8	48
Rope makers, wire,	3 12	2 88	2 64	2 40	8	48
Rope makers' helpers,	2 24	2 00	1 76	1 52	8	48
Sail makers,	3 52	3 28	3 04	2 80	8	48
Sand blasters,	2 80	2 56	—	—	8	48
Saw filers,	1 3 52	3 28	3 04	2 80	8	48
Sheet metal workers,	4 00	3 76	3 52	3 28	8	48
Ship fitters,	3 76	3 52	3 28	3 04	8	48

¹ One additional class receives \$4 a day.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS.	RATES OF WAGES				HOURS OF LABOR	
	First Class	Second Class	Third Class	Fourth Class	Full Day	Full Week
Navy Yard Employees, Boston — Con.						
Ship fitters' helpers,	\$2 24	\$2.00	\$1.76	\$1.52	8	48
Ship keepers,	2 24	2.00	1.76	1.52	8	48
Shipwrights,	3.76	3.52	3.28	3.04	8	48
Smiths,	3.76	3.52	3.28	3.04	8	48
Smiths' helpers,	2.40	2.24	2.00	1.76	8	48
Sparmakers,	3.52	3.28	3.04	2.80	8	48
Stable keepers,	2.40	2.08	1.84	1.60	8	48
Stone cutters,	3.36	3.12	2.88	2.64	8	48
Teamsters,	2.48	2.24	2.00	1.76	8	48
Tool dressers,	3.52	3.28	3.04	2.80	8	48
Tool makers, machine,	4.00	3.76	3.52	3.28	8	48
Trackmen,	2.40	2.16	1.92	1.68	8	48
Upholsterers,	3.76	3.52	3.28	3.04	8	48
Varnishers and polishers,	3.68	3.44	3.20	2.96	8	48
Welders, acetylene,	3.28	3.04	2.56	2.32	8	48
Wharf builders,	3.52	3.28	3.04	2.80	8	48
Wheelwrights,	3.20	3.12	2.88	2.64	8	48
Wiremen,	4.40	4.00	3.60	3.20	8	48
Woodworkers' helpers,	2.24	2.00	1.76	1.52	8	48

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Newspaper Wagon Drivers. (See Teamsters.)								
Painters, House.								
Attleborough,	¹ \$0.41	\$3.28	\$18.04	\$0.61½	\$0.82	8	44	12
Beverly, . . . . .	.45	3.60	19.80	.67½	.90	8	44	12
Boston (Hebrew union), . . . . .	.46	3.68	20.24	.92	—	8	44	12
Boston (Union B), . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Boston (Hyde Park), . . . . .	.46	3.68	20.24	.92	—	8	44	12
Brockton, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Brookline, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Chelsea, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Chicopee, . . . . .	.45½	3.64	20.02	.68¼	.91	8	44	12
Clinton, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Concord, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Danvers, . . . . .	.38	3.04	16.72	.57	.76	8	44	12
Easton, . . . . .	.38	3.04	16.72	.76	.76	8	44	12
Fall River, . . . . .	.37½	3.00	16.50	.56¼	.75	8	44	12
Fitchburg, . . . . .	.35	2.80	16.80	.52½	.70	8	48	—
Frammingham, . . . . .	.40	3.20	17.60	.60	.80	8	44	12
Gloucester, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Great Barrington, . . . . .	.40½	3.25	19.50	.61	.81¼	8	48	—
Haverhill, . . . . .	.37½	3.00	18.00	.56¼	.75	8	48	—
Hingham, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12

¹ Minimum.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Painters, House — Con.								
Holyoke,	\$0.45½	\$3.64	\$20.02	\$0.68¼	\$0.91	8	44	12
Lawrence, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Lenox, . . . . .	.46	3.68	20.24	.69	—	8	44	12
Lynn, . . . . .	.45	3.60	19.80	.90	.90	8	44	12
Malden, . . . . .	.41	3.28	18.04	.82	.82	8	44	12
Manchester, . . . . .	.45	3.60	19.80	—	—	8	44	12
Marblehead, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Marlborough, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Medford, . . . . .	.41	3.28	18.04	.82	.82	8	44	12
Milford, . . . . .	.38	3.04	18.24	.57	.76	8	48	—
New Bedford, . . . . .	.37½	3.00	18.00	.56¼	.75	8	48	—
Newburyport, . . . . .	.36	2.88	17.28	.54	.72	8	48	—
Newton, . . . . .	.41	3.28	18.04	.82	.82	8	44	12
North Adams, . . . . .	.37½	3.00	16.50	.56¼	.75	8	44	12
Northampton, . . . . .	.40	3.20	19.20	.60	.60	8	48	—
Norwood, . . . . .	.41	3.28	18.04	.82	.82	8	44	12
Pittsfield, . . . . .	.44½	3.56	19.58	.89	.89	8	44	12
Quincy, . . . . .	.45½	3.65	20.08	.68½	.91¼	8	44	12
Rockland, . . . . .	.34¾	2.75	16.50	.51½	.68¾	8	48	—
Salem, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Somerville, . . . . .	.41	3.28	18.04	.82	.82	8	44	12
Southbridge, . . . . .	.28¼	2.25	13.50	.28¾	.28½	8	48	—
Springfield,	1.45½	3.64	20.02	.68¼	.91	8	44	12
Taunton, . . . . .	.38½	3.08	16.94	.57¾	.77	8	44	12
Ware, . . . . .	.31¼	2.50	15.00	.46¾	.62½	8	48	—
Webster, . . . . .	.31¼	2.50	15.00	.46¾	.46¾	8	48	—
Wellesley, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Westborough, . . . . .	.37½	3.00	18.00	.56¼	.75	8	48	—
Westfield, . . . . .	.45½	3.64	20.02	.68¼	.91	8	44	12
Williamstown, . . . . .	.37½	3.00	18.00	.56¼	.75	8	48	—
Worcester, . . . . .	.45½	3.64	20.02	.68¼	.91	8	44	12
Grainers.								
Fall River, . . . . .	.42	3.36	18.48	.63	.84	8	44	12
Hardwood Finishers.								
Boston, . . . . .	.39½	3.34	18.50	.78¾	.78¾	8½	47	12
Painters, Ship.								
Boston, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Painters, Sign.								
Boston (Union B), . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Boston (East Boston), . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Gloucester, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Pittsfield, . . . . .	.44½	3.56	19.58	.89	.89	8	44	12
Paperhangers.								
Attleborough,	1.41	3.28	18.04	.61½	.82	8	44	12
Boston (Hebrew), . . . . .	.46	3.68	20.24	.92	—	8	44	12
Boston (Union A),	2—	2—	2—	3—	3—	8	44	12
Boston (East Boston), . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Boston (Hyde Park), . . . . .	.46	3.68	20.24	.92	—	8	44	12
Brockton,	4.56	4.48	24.64	.84	1.12	8	44	12
Chicopee, . . . . .	.45½	3.64	20.02	.68¼	.91	8	44	12
	.50	4.00	22.00	.75	1.00			

¹ Minimum.

² Piece rates.

³ Double time.

⁴ Also piece rates.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Paperhangers — Con.								
Clinton,	\$0.41	\$3.28	\$18.04	\$0.61½	\$0.82	8	44	12
Concord, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Danvers, . . . . .	.38	3.04	16.72	.57	.57	8	44	12
Framingham, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Gloucester, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Great Barrington, . . . . .	.40½	3.25	19.50	.61	.81¼	8	48	—
Holyoke, . . . . .	.45½	3.64	20.02	.68¼	.91	8	44	12
Lawrence, . . . . .	.43½	3.48	19.14	.65¼	.87	8	44	12
Lynn, . . . . .	.45	3.60	19.80	.90	.90	8	44	12
Marblehead, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Marlborough, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Milford, . . . . .	.38	3.04	18.24	.57	.76	8	48	—
North Adams, . . . . .	.37½	3.00	16.50	.56¼	.75	8	44	12
Norwood, . . . . .	.41	3.28	18.04	.82	.82	8	44	12
Pittsfield, . . . . .	.44½	3.56	19.58	.89	.89	8	44	12
Rockland, . . . . .	.34½	2.75	16.50	.51½	.68¾	8	48	—
Salem, . . . . .	.45	3.60	19.80	.67½	.90	8	44	12
Southbridge, . . . . .	.28½	2.25	13.50	.28½	.28½	8	48	—
Springfield,	1.45½	3.64	20.02	.68¼	.91	8	44	12
Taunton, . . . . .	.38½	3.08	16.94	.57¾	.77	8	44	12
Webster, . . . . .	.31¼	2.50	15.00	.46½	.46½	8	48	—
Paper Makers.								
<i>Backenders.</i>								
Hardwick, . . . . .	.23¾	1.90	11.40	.23¾	2 —	8	48	—
Holyoke, . . . . .	.21½	1.75	10.50	.21½	.21½	8	48	—
Huntington, . . . . .	.28½	2.25	13.50	.28½	.28½	10	60	—
West Springfield, . . . . .	.20	2.00	12.00	.30	.30	8	48	—
<i>Beatermen.</i>								
Fitchburg, . . . . .	.25—	2.00—	12.00—	.25—	.50—	8	48	—
Hardwick, . . . . .	.37½	3.00	18.00	.37½	.75	8	48	—
Holyoke, . . . . .	.28½	2.25	13.50	.28½	2 —	8	48	—
Holyoke, . . . . .	.37½	3.00	18.00	.37½	.37½	8	48	—
West Springfield, . . . . .	.46¼	3.75	22.50	.46¼	.46¼	8	48	—
<i>Beatermen's Helpers.</i>								
Fitchburg, . . . . .	.20½	1.65	9.90	.20½	.41¼	8	48	—
Hardwick, . . . . .	.23½	1.85	11.10	.23½	.46¼	8	48	—
Holyoke, . . . . .	.20½	1.65	9.90	.20½	2 —	8	48	—
Holyoke, . . . . .	.21½	1.75	10.50	.21½	.21½	8	48	—
West Springfield, . . . . .	.25	2.00	12.00	.25	.25	8	48	—
<i>Calendermen.</i>								
Holyoke, . . . . .	.24½	1.95	11.70	.24½	.25	8	48	—
<i>Calendermen's Helpers.</i>								
Holyoke, . . . . .	.25	2.00	12.00	.25	.25	8	48	—
Holyoke, . . . . .	.28½	2.25	13.50	.28½	.28½	8	48	—
<i>Counters.</i>								
Holyoke, . . . . .	.19¼	1.75	10.50	.38½	.44½	9	54	—
<i>Cutters.</i>								
Hardwick, . . . . .	.22½	2.00	12.00	.33½	.33½	9	54	—
<i>Cutters' Helpers.</i>								
Holyoke, . . . . .	.15—	1.35—	8.10—	.15—	.15—	9	54	—
Holyoke, . . . . .	.20	1.80	10.80	.20	.20	9	54	—

¹ Minimum.² No work.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Paper Makers — Con.								
<i>Finishers.</i>								
Fitchburg,	{ \$0.22 $\frac{2}{3}$.27 $\frac{7}{8}$	\$2.00- 2.50	\$12.00- 15.00	\$0.22 $\frac{2}{3}$.27 $\frac{7}{8}$	\$0.44 $\frac{1}{2}$.55 $\frac{5}{8}$	9	54	-
Hardwick, . . . . .	.22 $\frac{2}{3}$	2.00	12.00	.33 $\frac{1}{3}$	.33 $\frac{1}{3}$	9	54	-
<i>Helpers — General.</i>								
Hardwick, . . . . .	.18 $\frac{1}{3}$	1.65	9.90	.27 $\frac{1}{2}$	.27 $\frac{1}{2}$	9	54	-
<i>Loftmen.</i>								
Holyoke, . . . . .	.22 $\frac{2}{3}$	2.00	12.00	-	-	9	54	-
<i>Machine Tenders.</i>								
Fitchburg,	{ .37 $\frac{1}{2}$.43 $\frac{3}{4}$	3.00- 3.50	18.00- 21.00	.37 $\frac{1}{2}$.43 $\frac{3}{4}$	.75- .87 $\frac{1}{2}$	8	48	-
Hardwick, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.37 $\frac{1}{2}$	1 -	8	48	-
Holyoke,	{ .37 $\frac{1}{2}$.46 $\frac{7}{8}$	3.00- 3.75	18.00- 22.50	1 -	{ .37 $\frac{1}{2}$.46 $\frac{7}{8}$	8	48	-
Huntington, . . . . .	.40	4.00	24.00	.60	.60	10	60	-
West Springfield, . . . . .	.43 $\frac{3}{4}$	3.50	21.00	.43 $\frac{3}{4}$	.43 $\frac{3}{4}$	8	48	-
<i>Machine Tenders' Helpers.</i>								
Fitchburg,	{ .18 $\frac{2}{3}$.25	1.50- 2.00	9.00- 12.00	.18 $\frac{2}{3}$.25	.37 $\frac{1}{3}$.50	8	48	-
<i>Packers and Shippers.</i>								
Holyoke,	{ .18 $\frac{1}{3}$.19 $\frac{4}{5}$.22 $\frac{2}{3}$	1.65 1.75 2.00	9.90 10.50 12.00	.36 $\frac{2}{3}$.38 $\frac{5}{8}$.44 $\frac{1}{2}$	-	9	54	-
<i>Pulp, Sulphite, and Paper Mill Workers.</i>								
Northampton:								
Millmen,	{ .20 .33 $\frac{3}{4}$.17 $\frac{1}{2}$	1.60 2.70 1.60-	9.60 16.20 9.60-	.30 .50 $\frac{5}{8}$.26 $\frac{2}{3}$	.30 .50 $\frac{5}{8}$.26 $\frac{2}{3}$	8	48	-
Repairmen,	{ .36 $\frac{1}{6}$.17 $\frac{1}{2}$	3.25 1.60	19.50 9.60	.54 $\frac{1}{6}$.26 $\frac{2}{3}$	.54 $\frac{1}{6}$.26 $\frac{2}{3}$	9	54	-
Wood room, . . . . .	.17 $\frac{1}{2}$	1.60	9.60	.26 $\frac{2}{3}$	.26 $\frac{2}{3}$	9	54	-
Wood yard,	{ .17 $\frac{1}{2}$.21 $\frac{1}{8}$	1.60- 1.90	9.60- 11.40	.26 $\frac{2}{3}$.31 $\frac{1}{8}$	.26 $\frac{2}{3}$.31 $\frac{1}{8}$	9	54	-
<i>Sealers.</i>								
Holyoke,	{ .21 $\frac{1}{8}$.22 $\frac{2}{3}$	1.90- 2.00	11.40- 12.00	.42 $\frac{2}{3}$.44 $\frac{1}{2}$	-	9	54	-
<i>Third Hands.</i>								
Hardwick, . . . . .	.20 $\frac{5}{8}$	1.65	9.90	.20 $\frac{5}{8}$	1 -	8	48	-
Holyoke,	{ .20 $\frac{5}{8}$.21 $\frac{1}{8}$	1.65 1.75	9.90 10.50	1 -	{ .20 $\frac{5}{8}$.21 $\frac{1}{8}$	8	48	-
<i>Washermen.</i>								
Holyoke,	{ .25- .28 $\frac{1}{8}$	2.00- 2.25	12.00- 13.50	1 -	{ .25- .28 $\frac{1}{8}$	8	48	-
Pattern Makers.								
Boston ² (Union A), . . . . .	.45	4.05	{ 22.50 24.30	.67 $\frac{1}{2}$	.90	9	{ 50 54	12
Boston (Union B),	{ .39- .47	3.51- 4.23	21.06- 25.38	.58 $\frac{1}{2}$.70 $\frac{1}{2}$	.58 $\frac{1}{2}$.70 $\frac{1}{2}$	9	54	-
Fitchburg,	{ .38- .40	3.61- 4.00	20.52- 22.00	.57- .60	.76- .80	9 $\frac{1}{2}$ 10	54 55	12
Lawrence,	{ .33- .42	3.22- 4.10	17.82- 22.68	.49 $\frac{1}{2}$.63	.66- .84	9 $\frac{3}{4}$	54	12
Pittsfield,41	4.10	22.55	.51	.51	10	55	12

¹ No work.² Includes also Lawrence, Lowell, Lynn, and Quincy.

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Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Pattern Makers — Con.								
Springfield,	{ \$0.35- .44 $\frac{1}{2}$.37 $\frac{1}{2}$	\$3.15- 4.45 3.75	\$18.90- 26.26 20.63	\$0.52 $\frac{1}{2}$ - .66 $\frac{3}{4}$.56 $\frac{1}{4}$	- - \$.075	9 10 10	54 59 55	3 6 12
Worcester (Union A), . . .	.45	4.50	24.75	.67 $\frac{1}{2}$	.90	10	55	12
Worcester (Union B), . . .	.32 $\frac{1}{2}$	3.25	17.88	-	-	10	55	12
Pavers.								
Boston, . . . . .	.62 $\frac{1}{2}$	5.00	30.00	1.25	1.25	8	48	-
Lawrence, ¹ . . . . .	.60	5.20	28.80	.90	1.20	8 $\frac{2}{3}$	48	12
Paving Cutters.								
Chelmsford,	2.40 $\frac{5}{8}$	3.25	19.50	-	-	8	48	6
Fall River,	2.40	3.20	19.20	-	-	8	48	-
Rockport,	2.30	2.40	14.40	-	-	8	48	-
Photo-Engravers.								
Boston:								
Commercial, . . . . .	.43 $\frac{3}{4}$	3.85	21.00	.65 $\frac{5}{8}$	.87 $\frac{1}{2}$	8 $\frac{4}{5}$	48	12
Newspaper, day, . . . . .	.54 $\frac{1}{2}$	4.33	26.00	.81 $\frac{1}{4}$	.54 $\frac{1}{2}$	8	48	-
Newspaper, night, . . . . .	.60 $\frac{5}{12}$	4.83	29.00	.90 $\frac{5}{8}$	.60 $\frac{5}{12}$	8	48	-
Springfield,	{ .40 $\frac{5}{8}$ - .51	3.67- 4.59	20.00- 25.00	.61 $\frac{1}{4}$ - .76 $\frac{1}{2}$	.81 $\frac{2}{3}$ - 1.02	9	49	12
Piano and Organ Workers.								
Cambridge, . . . . .	.16 $\frac{2}{3}$	1.50	* 9.00	.16 $\frac{2}{3}$	.16 $\frac{2}{3}$	9	54	2
Plasterers.								
Attleborough, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Beverly, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Boston, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Brockton, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Cambridge, . . . . .	.65	5.20	28.60	.97 $\frac{1}{2}$	1.30	8	44	12
Clinton, . . . . .	.65	5.20	28.60	.97 $\frac{1}{2}$	1.30	8	44	12
Dedham, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Fall River, . . . . .	.60	4.80	28.80	.90	.90	8	48	-
Fitchburg, . . . . .	.60	4.80	28.80	.90	1.20	8	48	-
Framingham, . . . . .	.65	5.20	28.60	.97 $\frac{1}{2}$	1.30	8	44	12
Gloucester, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Greenfield, . . . . .	.60	4.80	28.80	1.20	1.20	8	48	-
Holyoke, . . . . .	.62 $\frac{1}{2}$	5.00	27.50	1.25	1.25	8	44	12
Lawrence, . . . . .	.62 $\frac{1}{2}$	5.00	27.50	1.25	1.25	8	44	12
Lenox, . . . . .	.62 $\frac{1}{2}$	5.00	27.50	.93 $\frac{3}{4}$	1.25	8	44	12
Lowell, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Lynn, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Marlborough, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
New Bedford, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Newburyport, . . . . .	.55	4.40	24.20	.82 $\frac{1}{2}$	.82 $\frac{1}{2}$	8	44	12
Newton, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
North Adams, . . . . .	.56 $\frac{1}{4}$	4.50	27.00	1.12 $\frac{1}{2}$	1.12 $\frac{1}{2}$	8	48	-
Northampton, . . . . .	.62 $\frac{1}{2}$	5.00	30.00	1.25	1.25	8	48	-
Pittsfield, . . . . .	.62 $\frac{1}{2}$	5.00	27.50	1.25	1.25	8	44	12
Quincy, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Salem, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Somerville, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Southbridge, . . . . .	.46 $\frac{7}{8}$	3.75	22.50	.70 $\frac{1}{2}$	.70 $\frac{1}{2}$	8	48	-
Springfield, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Taunton, . . . . .	.60	4.80	28.80	.90	1.20	8	48	-
Woburn, . . . . .	.65	5.20	28.60	-	-	8	44	12
Worcester,65	5.20	28.60	.97 $\frac{1}{2}$	1.30	8	44	12

¹ Also piece rates.² Minimum; also piece work.³ Average.⁴ No work.

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	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Plasterers' Tenders.								
Boston,	\$0.41½	\$3.32	\$18.26	{ 1 \$0.62¼ .83 }	\$0.83	8	44	12
Plumbers.								
Attleborough, . . . . .	.40½	3.25	19.50	.81¼	.81¼	8	48	-
Beverly, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Boston,	2 .62½	5.00	27.50	1.25	1.25	8	44	12
Brockton, . . . . .	.56¼	4.50	24.75	1.12½	1.12½	8	44	12
Everett, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Fall River, . . . . .	.43¾	3.50	21.00	.87½	.87½	8	48	-
Fitchburg, . . . . .	.43¾	3.50	21.00	.87½	.87½	8	48	-
Gloucester, . . . . .	.40½	3.25	19.50	.81¼	.81¼	8	48	3
Haverhill, . . . . .	.43¾	3.50	21.00	-	-	8	48	5
Holyoke, . . . . .	.47¾	3.82	21.00	.95½	.95½	8	44	12
Lawrence, . . . . .	.47¾	3.82	21.00	.71½	.95½	8	44	12
Lenox, . . . . .	.43¾	3.50	19.25	.65½	.87½	8	44	12
Lowell, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Lynn,	3 -	4.80	26.40	1.20	1.20	8	44	12
Malden, . . . . .	.53½	4.25	23.38	.79¾	1.06¼	8	44	12
Medford, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Natick, . . . . .	.50	4.00	22.00	{ .75 1.00 }	1.00	8	44	12
New Bedford, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Newton, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Northampton, . . . . .	.43¾	3.50	21.00	.65½	.87½	8	48	3
Pittsfield, . . . . .	.37½	3.00	16.50	.56¼	.75	8	44	12
Quincy, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Springfield, . . . . .	.54½	4.36	24.00	1.09	1.09	8	44	12
Wakefield, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Waltham, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Woburn, ⁶ . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Worcester, . . . . .	.56¼	4.50	24.75	1.12½	1.12½	8	44	12
Plumbers, Marine.								
Quincy,	{ .37½ .43¾ }	3.00- 3.50	18.00- 21.00	.56¼- .65½	.75- .87½	8	48	-
Press Feeders.								
Boston:								
Day,	{ .33½ .35½ ¹² }	2.92 3.10	16.00 17.00	7.50 .53½	.66½ .70½	8¾	48	12
Night,	{ .37½ .39½ ¹² }	- -	18.00 19.00	.56¼ .59½	.75 .79½	-	8 48	-
Assistants, day,	{ .33½ .35½ ¹² }	2.92 3.10	16.00 17.00	7.50 .53½	.66½ .70½	8¾	48	12
Assistants, night,	{ .37½ .39½ ¹² }	- -	18.00 19.00	.56¼ .59½	.75 .79½	-	8 48	-
Brockton,	{ .28½ .31¼ }	2.25 2.50	13.50 15.00	9.42½ .46½	.56¼ .62½	8	48	-

1 Saturday afternoon, 62¼ cents; evenings, 83 cents.

2 On January 1, 1914, the hourly rate was increased to 65 cents.

3 No plumber is allowed to work by the hour; he must be paid by half or full day.

4 Saturday afternoon, 75 cents an hour.

6 Also Stoneham and Winchester.

6 Minimum rates according to kind of machine operated or the number.

7 After midnight double time or same rate as for Sundays and holidays.

8 Work five nights.

9 After 10 p.m. double time or same rate as for Sundays and holidays.

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	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Printing Pressmen.								
<i>Cylinder.</i>								
Boston,	\$0.48	\$4.20	\$23.00	\$0.72	\$0.96	8¾	48	12
Brockton, . . . . .	.41½	3.33	¹ 20.00	² .62½	.83½	8	48	-
Lawrence, . . . . .	.39¾	3.17-	19.00-	.59¾	.79½	8	48	-
Lowell, . . . . .	.47½	3.83	23.00	.71½	.95½	8¾	48	12
Norwood (day), . . . . .	.40¾	3.55	19.50	.61	.81¼	8¾	48	12
Norwood (night), . . . . .	.48	4.20	² 23.00	⁴ .72	.96	8¾	48	12
	.50	4.37	24.00	.75	1.00	-	⁵ 48	-
	.52½ ¹²	-	¹ 25.00	.78½	1.04½	-	-	-
<i>Job.</i>								
Boston, . . . . .	.37½	3.28	18.00	.56¼	.75	8¾	48	12
Brockton, . . . . .	.35½ ¹²	2.83	¹ 17.00	² .53½	.70¾	8	48	-
Lawrence, . . . . .	.33½	2.67	16.00	.50	.66¾	8	48	-
Lowell, . . . . .	.31¾	2.73	15.00	.467½	.62½	8¾	48	12
Norwood (day), . . . . .	.37½	3.28	¹ 18.00	⁴ .56¼	.75	8¾	48	12
Norwood (night), . . . . .	.41¾	-	20.00	.62½	.83½	-	⁵ 48	-
<i>Pressmen, n. s.</i>								
Pittsfield, . . . . .	.31¼	2.66	⁶ 15.00	.467½	.467½	8½	48	12
Worcester, . . . . .	.37½	3.28	18.00	.56¼	.56¼	8¾	48	12
Worcester (assistants), . . . . .	.20¾	1.82	10.00	.31¼	.31¼	8¾	48	12
<i>Web.</i>								
Boston:								
Apprentices, . . . . .	.22¾	1.33½	8.00	.22¾	.22¾	6	36	-
	.27½	1.66½	10.00	.27½	.27½	6	36	-
	.33¾	2.00	12.00	.33¾	.33¾	6	36	-
Brakemen, . . . . .	.55¾	3.90	23.40	.65	1.11¾	7	42	-
Journeymen, . . . . .	.49¾	3.45	20.70	.57½	.98¾	7	42	-
Pressmen, . . . . .	.57¾	4.15	24.90	.70	1.15¾	7	42	-
Fall River, . . . . .	.50-	4.00-	22.50-	-	-	8	45	12
	.55¾	4.45	25.00	-	-	8	48	-
Holyoke, . . . . .	.50	4.00	24.00	.75	1.00	8	48	-
Lawrence, . . . . .	.397½ ¹²	3.17	19.00	.59¾	.79½	8	48	-
Lowell, . . . . .	.48¾	3.83	23.00	.71½	.96	8¾	48	12
	.43¾	3.83	21.00	.65¾	.87½	8¾	48	12
Worcester, . . . . .	.43¾	3.50	21.00	.65¾	.65¾	8	48	-
	.56¼	4.50	27.00	.84¾	.84¾	8	48	-
Quarry Workers.								
Chelmsford:								
Blacksmiths, . . . . .	.37-	2.96-	17.76-	.37-	-	8	48	6
	.40	3.20	19.20	.40	-	8	48	6
Brakemen, . . . . .	.26-	2.08-	12.48-	.26-	-	8	48	6
	.27	2.16	12.96	.27	-	8	48	6
Derrickmen, . . . . .	.25-	2.00-	12.00-	.25-	-	8	48	6
	.29	2.32	13.92	.29	-	8	48	6
Drillers, . . . . .	.24-	1.92-	11.52-	.24-	-	8	48	6
	.33	2.64	15.84	.33	-	8	48	6
Laborers, . . . . .	.22-	1.76-	10.56-	.22-	-	8	48	6
	.23	1.84	11.04	.23	-	8	48	6
Sectionmen, . . . . .	.23-	1.84-	11.04-	.23-	-	8	48	6
	.27	2.16	12.96	.27	-	8	48	6
East Longmeadow:								
Planermen, . . . . .	.38	3.42	20.14	-	-	9	53	-
Quarrymen, . . . . .	.26½	2.39	14.05	-	-	9	53	-
Stone sawyers, . . . . .	.32	2.88	16.96	-	-	9	53	-

¹ Minimum.² After 10 P.M. double time or same rate as for Sundays and holidays.³ Minimum rates according to the kind of machine operated.⁴ After midnight double time or same rate as for Sundays and holidays.⁵ Work five nights.⁶ No scale — average wage.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Quarry Workers — Con.								
Milford:								
Blacksmiths,	\$0. 43	\$3. 44	\$20. 64	\$0. 64½	\$0. 86	8	48	6
Derrickmen, first, . . . .	.31	2. 48	14. 88	.46½	.62	8	48	6
Derrickmen, second, . . . .	.29	2. 32	13. 92	.43½	.58	8	48	6
Derrickmen, third, . . . .	.26	2. 08	12. 48	.39	.52	8	48	6
Quarrymen, . . . . .	.30	2. 40	14. 40	.45	.60	8	48	6
Quincy, . . . . .	.30	2. 40	14. 40	.30	.37½	8	48	—
Rockport, . . . . .	.25	2. 00	12. 00	—	1 —	8	48	—
Road Rolling Engineers.								
Brockton, . . . . .	.50	4. 00	24. 00	—	—	8	48	—
Lowell, . . . . .	.43¾	3. 50	21. 00	.65½	.65½	8	48	—
Salem, . . . . .	.50	4. 00	24. 00	.75	.75	8	48	—
Roofers.								
Boston,	{ .31¼	2. 50—	13. 75—	.62½	.62½	8	44	12
Brockton, . . . . .	.50	4. 00	22. 00	.75	.75			
Brockton, . . . . .	.55	4. 40	24. 20	1. 10	1. 10			
Brockton (helpers), . . . .	.37½	3. 00	16. 50	.75	.75			
Lynn, . . . . .	.50	4. 00	22. 00	.75	1. 00			
Springfield, . . . . .	.50	4. 00	22. 00	.75	1. 00	8	44	12
Sailmakers.								
Gloucester, . . . . .	.33¾	3. 00	18. 00	.50	.50	9	54	—
Seamen.								
Boston:								
Boatswains,	—	—	{ 3 35. 00—	—	—	—	—	—
			45. 00	—	—	—	—	—
Quartermasters,	—	—	{ 3 35. 00—	—	—	—	—	—
			45. 00	—	—	—	—	—
Seamen,	—	—	{ 3 30. 00—	—	—	—	—	—
			35. 00	—	—	—	—	—
Sheet Metal Workers.								
Boston, . . . . .	.55	4. 40	24. 20	1. 10	1. 10	8	44	12
Brockton, . . . . .	.52½	4. 20	23. 10	1. 05	1. 05	8	44	12
Fall River,	{ .25—	2. 00—	12. 00—	.50—	.50—	8	48	—
Holyoke, . . . . .	.35	2. 80	16. 80	.70	.70			
Lowell, . . . . .	.44	3. 52	19. 36	.66	.88			
Lynn, . . . . .	.37½	3. 00	16. 50	{ .56¼	.75	8	44	12
				4. 75				
Malden, . . . . .	.60	4. 80	26. 40	{ .60	1. 20	8	44	12
				4. 20				
Marlborough, . . . . .	.50	4. 00	24. 00	.75	1. 00	8	48	8
Natick, . . . . .	.50	4. 00	24. 00	1. 00	1. 00	8	48	4
Pittsfield, . . . . .	.43¾	3. 50	19. 25	.75	1. 00	8	48	9
Quincy, . . . . .	.37½	3. 00	18. 00	{ .65½	.87½	8	44	12
				.56¼				
Salem, . . . . .	.50	4. 00	22. 00	{ .75	.75	8	48	—
Springfield (Union A), . . .	.38½	3. 50	21. 00	.58¾	.58¾	{ 9	44	12
Springfield (Union B), . . .	.47¾	3. 82	21. 00	.87½	.87½	10	55	6
Worcester, . . . . .	.40½	3. 25	19. 50	{ .61	.81¼	8	44	12
				4. 81¼				
Ship Riggers.								
Gloucester, . . . . .	.40	4. 00	24. 00	.60	.80	10	60	—

1 No work.

4 Double time after 9 P.M.

2 Minimum.

5 Double time after midnight.

3 Rates per month.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
State Employees.								
<i>Metropolitan Park Employees.</i>								
Stoneham:								
Chauffeurs,	\$0.37½	\$3.00	\$18.00	-	\$0.37½	8	48	4
Foremen, . . . . .	.37½	3.00	18.00	-	.37½	8	48	4
Laborers, . . . . .	.31¼	2.50	15.00	-	.31¼	8	48	4
Mechanics, . . . . .	.37½	3.00	18.00	-	.37½	8	48	4
Painters, . . . . .	.34½	2.75	16.50	-	.34½	8	48	4
Teamsters, . . . . .	.34½	2.75	16.50	-	.34½	8	48	4
<i>Metropolitan Water and Sewer Works Employees.</i>								
Boston, . . . . .	.31¼	2.50	15.00	\$0.46⅞	.46⅞	8	48	4
Steamfitters.								
<i>Journeyman.</i>								
Attleborough, . . . . .	.40⅝	3.25	19.50	.81¼	.81¼	8	48	-
Beverly, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Boston, . . . . .	.56¼	4.50	24.75	1.12½	1.12½	8	44	12
Brockton, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Gloucester, . . . . .	.40⅝	3.25	19.50	.81¼	.81¼	8	48	3
Haverhill, . . . . .	.43¾	3.50	21.00	-	-	8	48	5
Lawrence, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Lenox, . . . . .	.43¾	3.50	19.25	.65⅝	.87½	8	44	12
Lowell (Union A), . . . . .	.31¼	2.50	13.75	.62½	.62½	} 8	44	12
Lowell (Union B), . . . . .	.40	3.20	17.60	.80	.80			
Lynn, . . . . .	.60	4.80	26.40	1.20	1.20			
Natick, . . . . .	.50	4.00	22.00	{ 2.75 1.00 }	1.00	8	44	12
Northampton, . . . . .	.43¾	3.50	21.00	.65⅝	.87½	8	48	3
Pittsfield, . . . . .	.37½	3.00	16.50	.56¼	.75	} 8	44	12
Quincy, . . . . .	.50	4.00	22.00	.75	1.00			
Springfield, . . . . .	.60	4.80	26.40	1.20	1.20			
Wakefield, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Woburn, . . . . .	.45	3.60	19.80	.67½	.90	8	44	12
Worcester, . . . . .	.54½ ¹	4.36	24.00	1.09	1.09	8	44	12
<i>Helpers.</i>								
Boston, . . . . .	.31¼	2.50	13.75	.62½	.62½	8	44	12
Worcester, . . . . .	.30⅞	2.45	13.50	.61⅞	.61⅞	8	44	12
Steamfitters, Marine.								
Quincy, . . . . .	.37½	3.00	18.00	.56¼	.75	} 8	48	-
	.43¾	3.50	21.00	.65⅝	.87½			
Quincy (helpers), . . . . .	.21⅞	1.75	10.50	.32¾	.43¾			
	.25	2.00	12.00	.37½	.50	8	48	-

¹ Average.² Saturday afternoon, 75 cents an hour.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVERTIME	EMERGENCY SERVICE ³			Daily Hours of Labor (including Sundays and Holidays)
	Mileage Rates	Guar- anteed Daily Rates	Guar- anteed Monthly Rates ¹	Hourly Rates of Wages ²	One Hour or Less	From One to Five Hours	Over Five Hours	
Steam Railroad Employees.⁴								
<i>Passenger Service.</i>								
Baggagemen,	\$0.0155	\$2.75	¹ \$69.00 75.00	\$0.25 .27	} \$0.27	\$1.35	\$2.75	10
Brakemen, . . . . .	.0150	2.55	¹ 64.50 70.00	.24 .25				
Conductors, . . . . .	.0268	4.20	¹ 115.00 125.00	.42	\$.42	2.10	4.20	10
Conductors, assistant, . . . . .	.0215	3.35	¹ 92.00 100.00	.33	\$.33	1.65	3.35	10
Rear trainmen (flagmen), . . . . .	.01525	2.55	72.50	.24	.24	1.25	2.55	10

¹ The lower rates are the guaranteed rates for each 28 days. The higher rates are based on a monthly basis of 30.42 days average. The wages are, however, approximately the same on the three railroads considered.

² For all time in excess of ten hours the rates specified are paid, but the mileage rate is paid if, on that basis, the earnings are in excess of the minimum hourly rate.

³ Emergency service may be defined as "service performed before and in addition to regular runs, between trips, or before registering off duty."

⁴ Information relative to wages and hours of labor of employees in train and yard service of the Boston & Maine, New York Central & Hudson River, and the New York, New Haven & Hartford systems are practically identical, this uniformity being in accordance with the agreement between the members of the Eastern Association of General Committees.

⁵ The following rules regarding emergency service on one of the three railroad systems apply:

a. Service *before* scheduled leaving time of initial train — (1) For more than 30 minutes or less than two hours, hourly rate paid, 60 minutes or less to count as one hour. (2) For less than five hours and more than two hours or for runs of less than one-half the number of miles constituting a day's pay, one-half day's wages is paid. (3) For more than five hours or for a run of more than one-half the number of miles constituting a day's pay, not less than one day's wages is paid.

b. Service *between* the hours of the regular day's run — One-tenth of the daily rate per hour is paid, miles not being computed in this extra service.

c. Service *after* completing day's run — Not less than one day's wages is paid except when notified before leaving company's premises after working less than one-half the number of hours or miles which constitutes a day, the pay then being not less than that for one-half day. After working more than one-half the number of hours or miles, which constitutes a day's work, the pay is not less than that for one day. Time for this extra service commences at the completion of the day's work.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		OVERTIME	Daily Hours of Labor (including Sundays and Holidays)
	Mileage Rates	Guaran- teed Daily Rates ¹	Rates of Wages an Hour ²	
Steam Railroad Employees — Con.				
<i>Through and Irregular Freight Train Service.</i>				
Brakemen,	\$0.0242	\$2.40	\$0.24	10
Conductors, . . . . .	.0363	3.63	.36	10
Flagmen, . . . . .	.02525	2.52	.25	10
<i>Local or Pick-up and Drop Service.</i>				
Brakemen, . . . . .	.027	2.70	{ .27 .346	10
Conductors, . . . . .	.03975	3.975	{ .3975 .48	
Flagmen, . . . . .	.028	2.80	{ .28 .36	10
<i>Milk Train Service.</i>				
Brakemen, . . . . .	.017	³ 2.75	—	10
Conductors, . . . . .	.0268	³ 4.20	—	10
Flagmen, . . . . .	.018	³ 2.85	—	10

BRANCHES OF SERVICE AND OCCUPATIONS.	HOURLY RATES OF WAGES		DAILY HOURS OF LABOR
	Day	Night	Day and Night Service
Steam Railroad Employees — Con.			
<i>Yard Service.⁴</i>			
Brakemen,	{ \$0.33	{ \$0.33	8 10
	.35	.34	
	.36	.35	
	.37	.36	
	.38	.37	
Conductors,	{ .36	{ .34	8 10
	.38	.36	
	.39	.37	
	.40	.38	
		.39	
		.40	

¹ The guaranteed daily rate is based on the mileage rate, 100 miles or less constituting a day's work except on one railroad where 75 miles or less constitute a day's work in the local or pick-up freight service.

² Overtime is computed on the basis of the actual time (over 10 hours) worked or held for duty, being paid for at the rate of 10 miles an hour for the class of service performed. The mileage rate in the local or pick-up and drop freight service of one railroad for runs of over 75 miles for each additional mile is \$0.0346 for brakemen, \$0.048 for conductors, and \$0.036 for flagmen. These rates are used as a basis for calculating the overtime rates which are based on a minimum of 10 miles an hour.

³ The guaranteed monthly rates in milk train service are stated as follows: Brakemen, \$71.50; conductors, \$109.20; flagmen, \$74.10.

⁴ In the schedule of rates of pay on one railroad the daily rates were classified as first, second, and third "tricks" of eight hours each. In order to tabulate the information the hourly rate has been computed and the second and third tricks have been classified as night service.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Steam Railroad Employees — Con.								
<i>Ash-pit Men.</i>								
Boston (roundhouse), . . .	\$0.40½	—	—	—	—	12	84	—
<i>Baggagemen.¹</i>								
<i>Blacksmiths.</i>								
Boston,	{ .30½ .43½ }	—	—	{ \$0.45¾ .65¼ }	{ \$0.45¾ .65¼ }	9	53	2
Boston (Hyde Park), . . .	.35½	—	—	—	—	9	53	—
<i>Boilermakers.</i>								
Boston,	{ .28½ .40 }	—	—	{ .42¾ .60 }	{ .42¾ .60 }	9	53	2
Greenfield, . . . . .	.36½	—	—	.54	.54	9	53	2
Norwood,	{ .28½ .39 }	—	—	{ .42¾ .58½ }	{ .42¾ .58½ }	9	53	—
<i>Boilermakers' Helpers.</i>								
Boston,	{ .21½ .25 }	—	—	{ .32¼ .37½ }	{ .32¼ .37½ }	9	53	2
Boston (roundhouse), . . .	.25	—	—	.37½	.37½	—	61	2
Greenfield, . . . . .	.24½	—	—	.36¼	.36¼	9	53	2
<i>Boiler Washers.</i>								
Greenfield, . . . . .	.28	—	—	.39	.39	9	53	2
<i>Brakemen.¹</i>								
<i>Call Boys.</i>								
Boston (roundhouse), . . .	.18½	—	—	—	—	11	77	—
<i>Car Workers.</i>								
Boston (Hyde Park), . . .	.30	\$2.70	—	.45	.45	9	54	—
<i>Carpenters.</i>								
Boston,	—	{ 2.75 3.00 }	—	3 —	3 —	—	60	—
Boston,	3.31	—	\$18.60	.46½	.46½	9	53	2
Boston (Hyde Park), . . .	.35	3.15	18.55	.52½	.52½	9	53	—
Salem (shop men),	3.28	2.80	—	.42	.42	9	53	—
Taunton,	{ .27½ .29 }	{ 2.75 2.90 }	—	{ .41¼ .43½ }	{ .41¼ .43½ }	—	59	—
<i>Carpenters' Helpers.</i>								
Boston,	—	2.50	—	3 —	3 —	—	60	—
<i>Cleaners (Car).</i>								
Boston, . . . . .	.19½	1.95	—	.29¼	.29¼	10	{ 60 70 }	—
Somerville, . . . . .	.19½	1.95	—	.29¼	.19½	10	60	—
Springfield,	{ .17 .33 }	—	—	{ .25½ .49½ }	—	9	53	2
<i>Clerks.</i>								
Boston, . . . . .	.19	{ 1.90 1.70 }	—	—	—	10	60	—
Boston,	—	{ 3.65 }	—	—	—	9	54	—

¹ See pages 43 and 44.² Paid for 54 hours work.³ Time and one-fourth for overtime, Sundays, and holidays.⁴ Night work, 53 hours a week.⁵ Pay figured on a 10-hour day basis.⁶ Outside men, 59 hours; inside men, 53 hours.⁷ Minimum.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Steam Railroad Employees								
— Con.								
Clerks — Con.								
Boston (freight),	—	—	\$16.02	—	—	10	—	—
Boston (tallymen),	\$0.25½	\$2.56	—	\$0.38	\$0.38	10	60	—
Boston (delivery), . . . .	.22¾	2.29	—	—	—	10	60	—
Boston (receiving), . . . .	.25½	2.56	—	—	—	10	60	—
Fall River,	—	2.25- 2.65	—	—	—	10	60	—
Fitchburg (office),	—	2.10- 3.40	—	—	—	9	54	—
Fitchburg (yard),	—	2.30	—	—	—	10	60	—
Framingham,	—	2.05- 2.80	—	—	—	10	60 70	—
Greenfield,	—	1.70- 3.00	—	—	—	9	54	—
Holyoke,	—	2.26	—	—	—	9½	59	—
Lawrence (freight),	—	1.90- 3.65	—	—	—	9	54	12
Lawrence (yard),	—	2.05- 2.75	—	—	—	10	60	—
Lowell,	—	2.10	—	—	—	9½	57	12
Lynn,	—	1.70- 3.50	—	—	—	9	54	—
Northampton (office), . . .	—	2.10- 3.15	—	—	—	10	60 68	—
Northampton (yard), . . .	—	2.35	—	—	—	10	70	—
Northampton (freight checkers),	—	2.30	—	—	—	10	60	—
Salem (freight house), . . .	—	2.15	—	—	—	10	60	—
Salem (freight checkers), . .	—	2.30	—	—	—	10	60	—
Somerville,	—	2.65	—	.26	.26	10	68	—
Springfield,	—	2.00- 3.65	—	—	3—	10	60 70	—
Worcester (checkers),	—	2.30	—	—	—	10	60	—
Worcester (delivery),	—	2.30	—	—	—	10	60	—
Conductors, Railway.⁴								
Engineers, Locomotive.								
Freight,	—	4.75	—	.47½	—	6 10	—	—
Passenger,	—	4.25	—	.50	—	10	—	—
Switch,	—	4.10	—	.41	—	10	—	—
FIREMEN, LOCOMOTIVE.								
Freight Service.⁶								
Less than 40 tons,	—	2.75	—	7—	—	6 10	—	—
40 to 50 tons,	—	2.85	—	—	—	10	—	—

¹ Yard clerks work 11 hours a day.

² Minimum.

³ Double time on Sundays and holidays.

⁴ See pages 43 and 44.

⁵ Ten hours or less, or 100 miles or less, constitute a day's work.

⁶ Rates of wages are graded according to weights of locomotives in tons on drivers.

⁷ Overtime in all classes of service, except passenger, is paid for pro rata on the minute basis. Except as otherwise specified 10 hours, or 100 miles, is the basis for computing overtime. Miles and hours are not counted together; when miles exceed hours, miles are allowed, and when hours exceed miles, hours are allowed.

Overtime in passenger service (except suburban service) is paid at the rate of 30 cents per hour on the basis of 20 miles an hour, computed on the minute basis. Five hours or less, 100 miles or less, constitute a day's work.

On short turn around runs, no single one of which exceeds 80 miles, including suburban service, overtime is paid for all time actually on duty, or held for duty, in excess of eight hours (computed on each run from the time required to report for duty to end of that run) within 12 consecutive hours; and also for all time in excess of 12 consecutive hours, computed continuously from the time first required to report to the final release at the end of the last run. Time is counted as continuous service in all cases where the interval of release from duty at any point does not exceed one hour.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Steam Railroad Employees — Con.								
<i>Freight Service</i> ¹ — Con.								
50 to 70 tons,	—	\$3 00	—	—	—	10	—	—
70 to 85 tons,	—	3 10	—	—	—	10	—	—
85 to 100 tons,	—	3 20	—	—	—	10	—	—
100 to 125 tons,	—	3 30	—	—	—	10	—	—
125 to 150 tons,	—	3 55	—	—	—	10	—	—
Over 150 tons,	—	4 00	—	—	—	10	—	—
Mallet engines,	—	4 00	—	—	—	10	—	—
<i>Hostlers (Engine).</i>								
Hostlers,	—	{ 2 40 2 50 3 25 }	—	—	—	10	—	—
<i>Passenger Service.</i> ¹								
Less than 40 tons,	—	2 45	—	—	—	10	—	—
40 to 50 tons,	—	2 50	—	—	—	10	—	—
50 to 70 tons,	—	2 60	—	—	—	10	—	—
70 to 85 tons,	—	2 70	—	—	—	10	—	—
85 to 100 tons,	—	2 85	—	—	—	10	—	—
100 to 125 tons,	—	3 00	—	—	—	10	—	—
125 to 150 tons,	—	3 20	—	—	—	10	—	—
150 to 175 tons,	—	3 40	—	—	—	10	—	—
Over 175 tons,	—	3 60	—	—	—	10	—	—
Mallet engines,	—	4 00	—	—	—	10	—	—
<i>Switching Service.</i> ¹								
Less than 70 tons,	—	2 50	—	—	—	10	—	—
70 tons or over,	—	2 60	—	—	—	10	—	—
Mallet engines,	—	4 00	—	—	—	10	—	—
<i>Fire Cleaners and Tenders.</i>								
Boston (roundhouse),	\$0 20½	—	—	\$0 20½	\$0 20½	12	84	—
<i>Flagmen.</i> ²								
<i>Freight Handlers.</i>								
Boston,	—	2 30	—	.34½	.34½	10	60	—
Holyoke,	—	3 1.95	—	—	—	10	60	—
Lowell,	—	1 95	—	—	—	10	60	—
Northampton (truckers), . . .	—	1 95	—	—	—	10	60	—
Salem,	—	1 95	—	—	—	10	60	—
Worcester (truckers),	—	1 95	—	—	—	10	60	—
<i>Fuel Handlers.</i>								
Boston, . . . . .	.18	1 80	—	—	—	10	70	—
<i>Inspectors.</i>								
Boston (car), . . . . .	.26	—	—	.39	.26	10	60	—
Boston (locomotive), . . . . .	.25	—	—	.25	.25	10	70	—
Greenfield (car), . . . . .	.25½	—	—	.37½	.25½	10	—	—
Worcester (car), . . . . .	.25½	—	—	.38	.25½	—	{ 5 77 84 }	—
<i>Machinists.</i>								
Boston,	{ .30½ .40½ }	—	—	{ .45¾ .60¾ }	{ .45¾ .60¾ }	9	53	2
Fitchburg,	{ .31½ .30½ }	—	—	{ .47¾ .45¾ }	{ .63¾ .45¾ }	9	54	—
Springfield,	{ .30½ .40½ }	—	—	{ .45¾ .60¾ }	{ .45¾ .60¾ }	9	53	2
<i>Machinist's Helpers.</i>								
Boston, . . . . .	.24	—	—	—	—	9	53	—
Boston (roundhouse), . . . . .	.24	—	—	.36	.36	—	61	2

¹ Rates of wages are graded according to weights of locomotives in tons on drivers.

² See pages 43 and 44.

³ Rate after three months' service; \$1.70 for first three months.

⁴ Eight hours considered a day's work on Sunday.

⁵ Men not required to work every Sunday if they do not so desire.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Steam Railroad Employees — Con.								
<i>Maintenance-Of-Way Employees.</i>								
Boston:								
Foremen,	{ \$0.26- .35 }	-	-	{ \$0.39- .52½ }	{ \$0.39- .52½ }	10	58	-
Trackmen, . . . . .	.17	-	-	.25½	.25½	10	58	-
Fitchburg:								
Foremen, . . . . .	.28	\$2.80	-	.42	.42	10	58	-
Trackmen,	{ .17 .18 }	{ 1.70 1.80 }	-	{ .25½ .26 }	{ .25½ .26 }	10	58	-
Greenfield (trackmen), .	.18	1.80	-	.27	.27	10	58	-
Lawrence:								
Foremen, . . . . .	.28	2.80	-	.42	.42	10	58	-
Trackmen, . . . . .	.18	1.80	-	.27	.27	10	58	-
Lowell:								
Foremen, . . . . .	.28	2.80	-	.42	.42	10	58	-
Second hands, . . . . .	.23	2.30	-	.34½	.34½	10	58	-
Sectionmen, . . . . .	.18	1.80	-	.27	.27	10	58	-
Pittsfield:								
Apprentices, . . . . .	.18	-	-	.27	1.18	10	58	-
Foremen, . . . . .	.29	-	-	.43½	1.29	10	58	-
Track laborers, . . . . .	.17	-	-	.25½	1.17	10	58	-
Salem:								
Foremen,	-	{ 2.80- 3.40 }	-	{ .42- .52 }	{ .42- .52 }	10	58	-
Track laborers,	-	{ 1.70 1.80 }	-	{ .25½ .26 }	{ .25½ .26 }	10	58	-
Springfield:								
Foremen,	-	2.90	-	.43½	.43½	10	58	-
Track laborers,	-	1.70	-	.25½	.25½	10	58	-
Worcester:								
Foremen, main line, . .	-	2.90	-	.43½	.43½	10	58	-
Foremen, yard, 1st class, .	-	3.32	-	.49½	.49½	10	58	-
Foremen, yard, 2d class, .	-	3.12	-	.46½	.46½	10	58	-
Foremen, work train, . .	-	3.50	-	.52½	.52½	10	58	-
Foremen, branch line, . .	-	2.60	-	.39	.39	10	58	-
Track laborers,	-	1.70	-	.25½	.25½	10	58	-
<i>Oil Room Men.</i>								
Boston (round house), . .	.20½	-	-	-	-	12	84	-
<i>Painters.</i>								
Boston,	{ .26½ .36½ }	-	-	-	{ .39¾ .54¾ }	9	54	-
Salem,	-	2.65	-	-	-	9	53	-
<i>Pipers.</i>								
Salem,	-	2.80	-	.42	.42	9	53	-
<i>Plumbers.</i>								
Boston, . . . . .	.28½	-	17.10	.42¾	.42¾	9	53	2
Salem, . . . . .	.31	2.80	-	.46½	.46½	9	53	-
<i>Repairers, Car.</i>								
Boston, . . . . .	.26	-	-	.39	.26	9	54	-
Fitchburg,	{ .28½ .31½ }	-	-	{ .42¾ .47¾ }	{ .42¾ .47¾ }	9	53	2
Greenfield, . . . . .	.25½	-	-	.37½	.25½	10	-	-
Salem, . . . . .	.28½	-	-	.42¾	.42¾	9	-	2
Worcester, . . . . .	.25½	-	-	.38	.38	10	4 70	-

¹ For holidays.

² Outside men work 59 hours a week.

³ Outside men, 59 hours a week; inside men, 53 hours.

⁴ Men not required to work every Sunday if they do not so desire.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Steam Railroad Employees — Con.								
Roofers.								
Boston,	¹ \$0.28½	-	\$17.10	\$0.42¾	\$0.42¾	9	53	2
Sand Dryers.								
Boston, . . . . .	.18½	-	-	-	-	10	68	-
Sheet Metal Workers.								
Boston,	{ 27½ 34 }	-	-	{ .41¼ .51 }	{ .41¼ .51 }	8½	53	-
Signalmen.								
Boston,	-	{ \$1.85- 3.20 }	-	{ .23½ .40 }	{ .23½ .40 }	19½	-	-
Station Employees, n. e. s.								
North Adams,	-	1.90	-	-	-	10	60	-
Salem:								
Baggage masters,	-	{ 1.65- 2.40 1.40- 2.30 }	-	-	-	12	84	-
Crossing men,	-	-	-	-	-	12	84	-
Worcester:								
Foremen, general,	-	-	21.00	-	-	10	-	-
Foremen,	-	-	19.50	-	-	10	-	-
Foremen, assistant,	-	-	15.00	-	-	10	-	-
Steamfitters.								
Boston,	{ .30- .35 }	-	-	{ .45- .52½ }	{ .45- .52½ }	9	54	-
Steamfitters' Helpers.								
Boston,	{ .22- .25 }	-	-	{ .33- .37½ }	{ .33- .37½ }	9	54	-
Storeroom Helpers.								
Boston (roundhouse), . . . . .	.19	-	-	-	-	10	68	-
Switchmen.								
Boston,	-	{ 2.46 3.04 3.22 }	-	-	-	8	56	-
Springfield,	{ .34 .37 }	-	-	{ .34 .37 }	{ .34 .37 }	10	70	-

Telegraphers.

NOTE. — Owing to the many different rates of wages and different work-periods of telegraph operators, station agents, towermen, etc., employed at various points on the Boston & Albany Railroad, the Boston & Maine Railroad, and the New York, New Haven & Hartford Railroad in Massachusetts, it was not possible to present the information relative to these employees in the usual form followed in this report. In the following table is shown the number of employees in the various occupations included under the general term "telegraphers", classified by six-day and seven-day workers, the range of rates paid, i.e., the maximum and minimum, and also the median, lower quartile, and upper quartile rates. To find the median, upper quartile, and lower quartile, the members of a group are ranked in ascending order according to the rates of wages. The median is the rate half-way up the list thus constituted; the lower quartile is the rate midway between the median and the minimum; and the upper quartile is the rate midway

¹ Paid on a basis of 10 hours a day.

between the median and the maximum. Where the members of a given group are classified by wages one-half receive above and one-half below the median, and one-half between the lower quartile and the upper quartile; one-fourth receive above and three-fourths below the upper quartile; and three-fourths receive above and one-fourth below the lower quartile. The medians and upper and lower quartiles have been entered only in cases in which information was reported for 20 or more employees.

The daily hours of labor are shown in the form of maximum and minimum hours, it being impracticable to show the number employed at the various time-periods as these periods differed at nearly every railroad station in the Commonwealth and were generally dependent upon the time at which the trains passed by or stopped at the various stations. For similar reasons it was impracticable to present the weekly hours of labor.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS.	Number of Em- ployees	DAILY RATES					Number of Days a Week	Number of Hours a Day
		Mini- mum	Lower Quartile	Median	Upper Quartile	Maxi- mum		
Steam Railroad Employees—Con.								
<i>Telegraphers.</i>								
Agents, ¹	205	\$1.21	\$2.00	\$2.25	\$2.64	\$3.71	7	{ 9-13
Agents,	2	2.00	—	—	—	3.25	6	{ 12
Operators, ²	716	1.95	2.29	2.40	2.64	3.75	7	{ 8-14
Operators,	29	2.14	2.25	2.35	2.45	2.86	6	{ 7-12
Towermen (directors),	21	3.50	3.67	4.35	4.35	4.42	7	{ 8
Towermen, ³	451	2.14	2.50	2.71	2.89	3.67	7	{ 8-12
Towermen,	8	2.55	—	—	—	2.75	6	{ 12-8

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Steam Railroad Employees — Con.								
<i>Tinsmiths.</i>								
Boston,	\$20.28½	-	\$17.10	-	-	9	53.	2
Salem,	-	{ \$2.80 2.90 }	-	-	-	9	53	-
<i>Trainmen.⁶</i>								
<i>Turn Table Men.</i>								
Boston (roundhouse),	.20½	-	-	-	-	12	84	-
<i>Upholsterers.</i>								
Boston,	{ .26½ .32 }	-	-	{ \$0.39¾ .48 }	{ \$0.53- .64 }	8½	51	-

¹ Includes station agents, freight agents, and ticket agents who are not required to telegraph.

² Includes telegraphers whose regular work also requires them to perform the duties of agent, cashier, clerk, switchman, or towerman.

³ Includes 347 towermen; 1 towerman and agent; 4 towermen, agents, and operators; 3 towermen, clerks, and operators; 66 levermen; 15 helpers; 6 announcers; 6 sheetmen; and 3 telephone operators.

⁴ Pay figured on a 60-hour-week basis.

⁵ Outside men, 50 hours a week; inside men, 53 hours.

⁶ See pages 43 and 44.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Steam Shovel and Dredgemen.								
<i>Cranemen.</i>								
Boston,	-	-	¹ \$70.00	-	-	12	72	
<i>Engineers.</i>								
Boston,	-	-	{ ¹ 125.00- 150.00 }	-	-	12	72	-
<i>Operators.</i>								
Boston,	-	-	¹ 100.00	-	-	12	72	-
Stone Cutters.								
Boston,	\$0.56¼	\$4.50	24.75	-	-	8	44	12
Boston (stone carvers), . .	.62½	5.00	27.50	-	-	8	44	12
Lee, . . . . .	.50	4.00	23.50	\$0.75	-	8	47	-
Springfield, . . . . .	.56¼	4.50	24.75	.84⅔	\$0.84⅔	8	44	12
Worcester, . . . . .	.50	4.00	22.00	-	-	8	44	12
Stonemasons.								
Attleborough, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Beverly, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Boston, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Cambridge, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Clinton, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Dedham, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Fall River, . . . . .	.60	4.80	28.80	.90	.90	8	48	-
Framingham, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Gardner, . . . . .	.55	4.40	26.40	.82½	1.10	8	48	-
Gloucester,	² .50	4.00	22.00	.75	1.00	8	44	12
Great Barrington, . . . .	.56¼	4.50	27.00	1.12½	1.12½	8	48	-
Haverhill, . . . . .	.50	4.00	24.00	.75	.75	8	48	3
Holyoke, . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Lawrence, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Lenox, . . . . .	.62½	5.00	27.50	.93¼	1.25	8	44	12
Lynn, . . . . .	.55	4.40	26.40	.82½	1.10	8	48	-
Malden, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Marlborough, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
New Bedford, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Newburyport, . . . . .	.55	4.40	24.20	.82½	.82½	8	44	12
Newton, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
North Adams, . . . . .	.56¼	4.50	27.00	1.12½	1.12½	8	48	-
Northampton, . . . . .	.43¾	3.50	21.00	.87½	.87½	8	48	-
Pittsfield, . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Plymouth, . . . . .	.50	4.00	24.00	.75	1.00	8	48	3
Quincy, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Salem, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Southbridge, . . . . .	.46⅔	3.75	22.50	.70⅓	.70⅓	8	48	-
Springfield, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Taunton, . . . . .	.60	4.80	28.80	.90	1.20	8	48	-
Waltham, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Westfield, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Worcester, . . . . .	.55	4.40	26.40	.82½	1.10	8	48	-
Stove Mounters.								
Taunton,	{ .25- .30	³ 2.25- 2.75	13.50- 16.50	.37½- .45	-	9	54	-
Watertown, . . . . .	.28	2.52	⁴ 15.12	.42	-	9	54	-
Street and Electric Railway Employees.								
<i>Armature Room Workers.</i>								
Boston (armature winders), .	{ .24½ .27½ .32 .40	2.20 2.48 2.88 3.60	12.50 14.03 16.32 20.40	.36¾ .41¼ .48 .60	-	9	51	-

¹ Monthly rate.² Minimum.³ Piece work, average \$3.60 a day.⁴ Piece work, average \$20 to \$30 a week.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half holiday in Effect
Street and Electric Railway Employees — Con.								
<i>Armature Room Workers — Con.</i>								
Boston (coil winders), . . .	\$0.19 .24½ .27½ .32 .19	\$1.71 2.20 2.48 2.88 1.71	\$9.69 12.50 14.03 16.32 9.69	\$0.28½ .36¾ .41¼ .48 .28½				
Boston (controller work), . .	.24½ .32 .19	2.20 2.88 1.71	12.50 16.32 9.69	.36¾ .48 .28½		9	51	-
Boston (insulators — female),	.27½ .32	2.48 2.88	14.03 16.32	.41¼ .48		9	51	-
Boston (lathe hands), . . .	.40 .18- .23½	3.60 1.80- 2.35	20.40	.60 .22½ .29½		9	51	-
Boston (power station work),						10	-	-
Lowell (armature winders), . .								
<i>Barn Men.</i>								
Pittsfield, . . . . .	.20- .25		-	-	-	2 9½ 10		-
<i>Blacksmiths and Horseshoers.</i>								
Boston, . . . . .	.30- .39		15.30- 21.56	.45- .58½			48- 70	
<i>Blacksmiths' Helpers.</i>								
Boston, . . . . .	.22½ .24	2.02 2.16	11.47 12.24	.33¾ .36		9	51	-
<i>Bookkeepers (treasury dept.).</i>								
Boston (females),	-	-	11.00 12.00		-	-	-	-
<i>Brakemen — Elevated and Subway Trains.</i>								
Boston (1st year), . . . . .	.21½	-	-	-	-	-	-	-
Boston (2d year), . . . . .	.22¼	-	-	-	-	-	-	-
Boston (3d year), . . . . .	.23	-	-	-	-	-	-	-
Boston (4th year), . . . . .	.23½	-	-	-	-	-	-	-
Boston (5th year), . . . . .	.23¾	-	-	-	-	-	-	-
Boston (6th year and after), .	.24¼	-	-	-	-	-	-	-
<i>Brass Finishers.</i>								
Boston, . . . . .	.27½ .32	2.48 2.88	14.03 16.32	.41¼ .48		9	51	-
<i>Bridgemen and Housesmiths.</i>								
Boston, . . . . .	.48	3.84	23.04	.60	-	8	48	-
<i>Car Cleaners.</i>								
Boston, . . . . .	.21	-	13.02	.31½	-	-	62	-
<i>Carhouse Employees, n. s.</i>								
Lawrence, . . . . .	.15- .18	1.35- 1.62	9.45- 11.34	.15- .18	\$0.15- .18	9	63	-
<i>Car Shifters.</i>								
Boston, . . . . .	.21 .24	- -	13.02 14.88	.31½ .36		-	62	-
<i>Carpenters — Outside.</i>								
Boston, . . . . .	.27 .33 .36	- - -	13.77 16.83 18.36	.40½ .49½ .54		9	51	-
Boston (sub-foremen), . . .	.43 .48	3.87 4.32	21.93 24.48	.64½ .72		9	51	-
Lowell, . . . . .	.20- .22½	2.00- 2.25	14.00- 15.75	.25- .28½		10	-	-

¹ Saturday 9 hours; Sunday 8 hours.

² Alternate Sundays off.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Street and Electric Rail- way Employees — Con.								
<i>Clerks — Office.</i>								
Boston,	-	-	$\left\{ \begin{array}{l} \$12.00 \\ 13.00 \\ 16.50 \\ 18.00 \end{array} \right\}$	-	-	-	$\left\{ \begin{array}{l} 43\frac{3}{4} \\ 45 \\ 51 \end{array} \right\}$	-
<i>Clerks — Stock Room.</i>								
Boston,	-	-	$\left\{ \begin{array}{l} 14.00 \\ 15.00 \\ 18.00 \end{array} \right\}$	-	-	-	$\left\{ \begin{array}{l} 50\frac{1}{2} \\ 51 \end{array} \right\}$	-
<i>Collectors.</i>								
Boston (1st 6 mos.), . . .	\$0.15	-	-	-	-	-	-	-
Boston (2d 6 mos.), . . .	.16	-	-	-	-	-	-	-
Boston (3d 6 mos.), . . .	.17	-	-	-	-	-	-	-
Boston (4th 6 mos.), . . .	.18	-	-	-	-	-	-	-
Boston (3d year and after), .	.19	-	-	-	-	-	-	-
Boston (treasury dept.), . .	-	-	18.00	-	-	-	-	-
<i>Counters — Cash.</i>								
Boston (males),	-	-	18.00	-	-	-	-	-
Boston (females),	-	-	$\left\{ \begin{array}{l} 11.00- \\ 14.00 \end{array} \right\}$	-	-	-	-	-
<i>Counters — Ticket.</i>								
Boston (females),	-	-	$\left\{ \begin{array}{l} 11.00- \\ 12.00 \end{array} \right\}$	-	-	-	-	-
<i>Crane Operators.</i>								
Boston, . . . . .	.31	-	17.36	\$0.46½	-	-	56	-
<i>Drawtenders.</i>								
Boston,	$\left\{ \begin{array}{l} .30 \\ .32 \end{array} \right\}$	-	$\left\{ \begin{array}{l} 18.90 \\ 17.92 \end{array} \right\}$	$\left\{ \begin{array}{l} .45 \\ .48 \end{array} \right\}$	-	-	$\left\{ \begin{array}{l} 63 \\ 56 \end{array} \right\}$	-
<i>Elevator Men.</i>								
Boston,	$\left\{ \begin{array}{l} .21\frac{1}{2} \\ .22 \end{array} \right\}$	-	$\left\{ \begin{array}{l} 15.05 \\ 12.42 \end{array} \right\}$	$\left\{ \begin{array}{l} .32\frac{1}{4} \\ .33 \end{array} \right\}$	-	-	$\left\{ \begin{array}{l} 70 \\ 54 \end{array} \right\}$	-
<i>Engineers — Boiler Room.</i>								
Boston,	$\left\{ \begin{array}{l} .41 \\ .45 \end{array} \right\}$	-	$\left\{ \begin{array}{l} 22.96 \\ 25.20 \end{array} \right\}$	$\left\{ \begin{array}{l} .61\frac{1}{2} \\ .67\frac{1}{2} \end{array} \right\}$	-	-	56	-
<i>Engineers — Hoisting.</i>								
Boston, . . . . .	.35	-	21.00	.52½	-	-	60	-
<i>Firemen.</i>								
Boston,	$\left\{ \begin{array}{l} .20 \\ .30 \\ .34 \end{array} \right\}$	$\left\{ \begin{array}{l} \$2.40 \\ 2.40 \\ 2.72 \end{array} \right\}$	$\left\{ \begin{array}{l} 16.80 \\ 16.80 \\ 19.04 \end{array} \right\}$	$\left\{ \begin{array}{l} .30 \\ .45 \\ .51 \end{array} \right\}$	-	-	$\left\{ \begin{array}{l} 84 \\ 56 \end{array} \right\}$	-
<i>Gatemen — Elevated and Subway Trains.</i>								
Boston (1st year), . . . . .	.17½	-	-	-	-	-	-	-
Boston (2d year), . . . . .	.18½	-	-	-	-	-	-	-
Boston (3d year), . . . . .	.19	-	-	-	-	-	-	-
Boston (4th year), . . . . .	.19¼	-	-	-	-	-	-	-
Boston (5th year), . . . . .	.19½	-	-	-	-	-	-	-
Boston (6th year and after), .	.20	-	-	-	-	-	-	-
<i>Guards — Elevated and Subway Trains.</i>								
Boston (1st year), . . . . .	.24¾	-	-	-	-	-	-	-
Boston (2d year), . . . . .	.25¼	-	-	-	-	-	-	-
Boston (3d year), . . . . .	.25¾	-	-	-	-	-	-	-
Boston (4th year), . . . . .	.26¼	-	-	-	-	-	-	-
Boston (5th year), . . . . .	.26½	-	-	-	-	-	-	-
Boston (6th year and after), .	.27	-	-	-	-	-	-	-

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Street and Electric Rail- way Employees — Con.								
<i>Harness Makers.</i>								
Boston,	\$0.27	-	\$18.90	\$0.40½	-	-	70	-
<i>Helpers — General.</i>								
Boston, . . . . .	.20	-	{ 10.20 11.20	.30	-	-	{ 51 56	-
Boston, . . . . .	.23	-	{ 11.73 12.24	.34½	-	-	{ 51 56	-
Boston, . . . . .	.24	-	{ 13.44	.36	-	-	{ 51 56	-
Lowell, . . . . .	.18½	\$1.88	-	.23½	-	1 10	-	-
<i>Laborers.</i>								
Boston, . . . . .	.21½	-	12.04	.32¼	-	-	56	-
<i>Linemen.</i>								
Boston (sub-foremen), . . .	.40	-	20.20	.60	-	-	50½	-
Boston (sub-foremen), . . .	.41	-	20.71	.61½	-	-	50½	-
Boston (sub-foremen), . . .	.43	-	21.72	.64½	-	-	50½	-
Boston (inspectors), . . .	.42	-	21.21	.63	-	-	50½	-
Boston (inspectors), . . .	.34	-	17.17	.51	-	-	50½	-
Boston (cable splicers), . .	.42	-	21.21	.63	-	-	50½	-
Boston (cable splicers), . .	.49	-	24.75	.73½	-	-	84	-
Boston (head linemen), . .	.30	-	25.20	.45	-	-	84	-
Boston (emergency men), . .	.27½	-	23.10	.41¼	-	-	84	-
Boston (emergency men), . .	.31	-	15.66	.46½	-	-	50½	-
Boston (linemen), . . . . .	.33	-	16.67	.49½	-	-	50½	-
Boston (linemen), . . . . .	.35	-	17.68	.52½	-	-	50½	-
Boston (ground men — emer- gency), . . . . .	.20	-	16.80	.30	-	-	84	-
Boston (ground men), . . .	.25	-	12.63	.37½	-	-	50½	-
Pittsfield, . . . . .	.25	-	-	.25	\$0.25	-	-	-
Waltham, . . . . .	.27½	2.50	17.50	.27½	.27½	9	2 63	-
<i>Machinists.</i>								
Boston, . . . . .	.28	-	{ 14.28 16.80	.42	-	-	{ 51 60	-
Boston, . . . . .	.33	-	{ 16.83 19.80	-	-	-	{ 51 60	-
Boston, . . . . .	.36	-	{ 18.36 21.60	-	-	-	{ 51 60	-
Boston, . . . . .	.40	-	{ 20.40 24.00	-	-	-	{ 51 60	-
Lowell, . . . . .	.18- .22½	-	-	.22½ .28½	-	9	2 63	-
<i>Masons.</i>								
Boston (foremen), . . . . .	.51	-	26.01	.76½	-	-	51	-
Boston (foremen), . . . . .	.33	-	16.83	.49½	-	-	51	-
Boston, . . . . .	.47	-	18.48	.70½	-	-	56	-
Boston, . . . . .	.47	-	23.97	.70½	-	-	51	-
Boston, . . . . .	.47	-	26.32	.70½	-	-	56	-
<i>Mechanics.</i>								
Boston, . . . . .	.26	-	13.26	.39	-	-	51	-
Boston, . . . . .	.26	-	14.56	.39	-	-	56	-
Boston, . . . . .	.29	-	14.79	.43½	-	-	51	-
Boston, . . . . .	.29	-	16.24	.43½	-	-	56	-
Boston, . . . . .	.33	-	16.83	.49½	-	-	51	-
Boston, . . . . .	.33	-	18.48	.49½	-	-	56	-
Boston, . . . . .	.34	-	17.34	.51	-	-	51	-
Boston, . . . . .	.34	-	19.04	.51	-	-	56	-
Boston, . . . . .	.34	-	20.40	.51	-	-	60	-
Boston, . . . . .	.37½	-	19.12	.51	-	-	51	-
Boston, . . . . .	.37½	-	21.00	.56¼	-	-	56	-
Boston, . . . . .	.37½	-	22.50	.56¼	-	-	60	-
<i>Motormen — Elevated and Subway Trains.</i>								
Boston (1st year), . . . . .	.28¼	-	-	-	-	-	-	-
Boston (2d year), . . . . .	.29	-	-	-	-	-	-	-
Boston (3d year), . . . . .	.30¼	-	-	-	-	-	-	-
Boston (4th year), . . . . .	.30½	-	-	-	-	-	-	-
Boston (5th year), . . . . .	.31¼	-	-	-	-	-	-	-
Boston (6th year), . . . . .	.32	-	-	-	-	-	-	-

¹ Saturday, 9 hours; Sunday, 8 hours.² Men have alternate Sundays off.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

COMPANIES. ¹	YEARS OF SERVICE											11th Year and after
	1st 6 Mos.	2d 6 Mos.	2d Year	3d Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year	
Street and Electric Railway Employ- ees — Con.												
<i>Motormen and Conduc- tors — Surface Lines.</i>												
Bay State St. Ry. Co., Boston Elevated Rail- way,	\$0.24	\$0.24	\$0.25	\$0.26	\$0.26	\$0.26	\$0.27	\$0.27	\$0.28	\$0.28	\$0.28	\$0.28
Worcester Consoli- dated,	.26½	.26½	.27½	.28	.28½	.29	.30½	.30½	.30½	.30½	.30½	.30½
Springfield St. Ry. Co., ²	-	-	.28¾	.30	.31¾	.31¾	.31¾	.31¾	.31¾	.31¾	.31¾	.31¾
Mass. Northeastern St. Ry.,	.22	.22	.23	.24	.24	.25	.25	.25	.26½	.26½	.26½	.26½
Berkshire St. Ry. Co., Middlesex & Boston St. Ry.,	-	-	.26	.27	.28½	.28½	.28½	.28½	.28½	.28½	.28½	.28½
Boston & Worcester St. Ry.,	-	-	.22½	.23	.24	.24½	.25	.25½	.27	.27	.27	.27
Holyoke St. Ry. Co., Union St. Ry. (New Bedford),	.23½	.23½	.24½	.25½	.26½	.27½	.28½	.28½	.28½	.28½	.28½	.28½
Milford and Uxbridge, Conn. Valley St. Ry. Co.,	-	-	.26	.27	.28½	.28½	.28½	.28½	.28½	.28½	.28½	.28½
New Bedford & Onset, Fitchburg & Leom- inster,	.23	.23	.24	.25	.26	.27	.28	.28	.28	.28	.28	.28
Milford, Attle- borough & Woon- socket St. Ry. Co., Haverhill & Ames- bury,	.23½	.23½	.24½	.25½	.26½	.27½	.28½	.28½	.28½	.28½	.28½	.28½
Northampton St. Ry. Co.,	.20	.20	.21	.22	.23	.24	.25	.25	.25	.25	.25	.25
Interstate Consoli- dated,	.23	.23	.24	.25	.26	.27	.28	.28	.28	.28	.28	.28
Brockton & Plymouth St. Ry.,	-	-	.23	.24	.25	.27½	.27½	.27½	.27½	.27½	.27½	.27½
Blue Hill St. Ry. Co.,	.21	.21	.22½	.23	.24	.24½	.26	.26	.26	.26	.26	.26
	.21	.21	.23	.24	.24	.25	.25	.26	.26	.27	.27	.28
	.21	.21	.23	.24	.24	.25	.25	.26	.26	.27	.27	.28

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Street and Electric Rail- way Employees — Con.								
<i>Oilers.</i>								
Boston,	{ \$0.27½ .30 .30½	- - -	\$15.40 16.80 17.08	\$0.41¼ .45 .45¾	-	-	56	-
<i>Painters.</i>								
Boston,	{ .26½ .29½ .32½	- - -	13.52 15.05 16.58	.39¾ .44½ .48¾	-	-	51	-
Lowell,	{ .20- .23½	- -	-	-	-	\$ 10	-	-

¹ The street railway companies are arranged in order of mileage.² Wages on Springfield Street Railway Co. are paid by the day, 9 hours constituting a day's work.³ On Saturday 9 hours, and on Sunday 8 hours.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Street and Electric Railway Employees — Con.								
<i>Painters — Structural Iron.</i>								
Boston,	{ \$0.29½ .32½	-	\$15.93 17.01	\$0.44½ .48¾	}	-	54	-
<i>Pavers.</i>	.41	-	22.96	.61½	-	-	56	-
<i>Pitmen.</i>								
Boston,	{ .23 .27 .29	-	14.26 16.74 17.98	.34½ .40½ .43½	}	-	62	-
Lawrence,	{ .17- .25	-	-	.17- .25	}	9	-	-
Lowell,	{ .21½ .22½	-	-	.26¾ .28½	}	10	-	-
<i>Plumbers.</i>								
Boston,	{ .36 .40	-	20.16 22.40	.54 .60	}	-	56	-
<i>Porters.</i>	.17	-	11.90	.25½	-	-	70	-
<i>Power Station Men.</i>								
Boston,	{ .20 .20½ .21 .23 .24 .26	-	12.00 17.01 13.23 13.80 14.40 14.56 15.60	.30 .30¾ .31½ .34½ .36 .39	-	-	60 84 63 60 60 56 60	-
<i>Riggers.</i>								
Boston,	{ .29 .33 .37	-	16.24 18.48 20.72	.43½ .49½ .55½	}	-	56	-
<i>Roofers.</i>								
Boston,	{ .27 .32 .33½ .36	-	13.77 16.32 17.09 18.36	.40½ .48 .50½ .54	}	-	51	-
<i>Shopmen, n. s.</i>								
Brockton,	{ .23- .30½	\$2.07- 2.75	-	.23- .30½	}	9	-	-
Waltham,	{ .17½ .23½	1.75- 2.35	-	.17½ .23½	\$0.17½ .23½	10	{ 60 70 }	-
<i>Signalmen and Interlockers.</i>								
Boston,	{ .28 .32 .33 .35 .38	-	17.64 20.16 21.95 22.05 25.27	.42 .48 .49½ .52½ .57	-	-	63 63 66½ 63 66½	-
<i>Stablemen and Hostlers.</i>								
Boston,	{ .19 .21	-	12.16 13.30 14.70	.28½ .28½ .31½	-	-	64 70 70	-
<i>Steamfitters.</i>								
Boston,	{ .33 .40	-	18.48 22.40	.49½ .60	}	-	56	-

¹ On Saturday 9 hours, and on Sunday 8 hours.

² Men have alternate Sundays off.

³ On Sunday 8 hours.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Street and Electric Rail- way Employees — Con.								
<i>Switchboard Operators.</i>	\$0.28	-	\$15.68	\$0.42				
Boston,	.30	-	16.80	.45			56	-
	.32	-	17.92	.48				
	.35	-	19.60	.52½				
	.38	-	21.28	.57				
<i>Switchmen.</i>	.17	-	11.90	.25½	-	-	70	-
<i>Teamsters.</i>	.22	-	{ 11.88 12.32 12.63 }	.33	-	-	{ 54 56 50½ }	
Boston,	.25	-	{ 12.75 13.50 14.00 }	.37½	-	-	{ 51 54 56 }	-
	.28	-	19.60	.42	-	-	70	
<i>Tinsmiths.</i>	.32	-	16.32	.48	-	-	51	-
<i>Track Cleaners.</i>	.22	-	14.08	.33	-	-	64	-
<i>Trackmen.</i>	.22½	-	12.60	.33¾				
	.24½	-	13.72	.36¾			56	
	.25	-	14.00	.37½				
	.27	-	12.96	.40½			48	
Boston,	.30	-	{ 14.40 16.80 }	.45	-	-	{ 48 56 }	-
	.32½	-	18.20	.48¾	-	-	56	
	.35½	-	17.04	.53¼	-	-	48	
	.37½	-	21.00	.56¼	-	-	56	
	.41	-	19.68	.61½	-	-	48	
	.43	-	24.08	.64½	-	-	56	
Lowell,	.18¾	-	-	.22⅞		10	-	-
Pittsfield,	.22½	-	-	.28⅞		-	-	-
Waltham,	.16	-	-	.16	\$0.16	-	60 70	-
<i>Trimmers.</i>	.20	-	10.20	.30				
Boston,	.28½	-	14.54	.42¾			51	-
	.30	-	15.30	.45				
<i>Trolley-men.</i>	.23	-	12.42	.34½	-	-	54	-
<i>Vacuum Cleaner Operators.</i>	.24	-	12.96	.36	-	-	54	-
<i>Watchmen.</i>								
Boston,	-	-	{ 12.00 13.00 15.00 }	-	-	-	{ 70 84 84 }	-
<i>Welders.</i>	.27½	-	15.40	.41¼	-	-	56	-

¹ On Saturday 9 hours and on Sunday 8 hours.

² Men have alternate Sundays off.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect	
Street and Electric Railway Employees — Con.									
<i>Wiremen and Electricians.</i>									
Boston,	\$0.30	-	{ \$15.15 15.30 17.34	} \$0.45	-	-	{ 50½ 51 51	}	
	.34	-	{ 20.40 17.68 17.85		.51	-	-		{ 60 50½ 51
	.35	-	{ 20.71		.52½	-	-		{ 50½ 51
	.41	-	20.71		.61½	-	-		50½
<i>Wiremen's Helpers.</i>									
Boston, . . . . .	.20	-	{ 10.10 10.20 11.62	} .30	-	-	{ 50½ 51 50½	}
	.23	-	{ 11.73 12.63		.34½	-	-		{ 51 50½
	.25	-	12.63		.37½	-	-		50½
<i>Wood Workers and Inside Carpenters.</i>									
Boston, . . . . .	.26	-	{ 13.26 15.30 16.80	} .39	-	-	{ 51 51 56	}
	.30	-	{ 16.83 18.48 18.36		.45	-	-		{ 56 51 56
	.33	-	{ 18.36		.49½	-	-		{ 51 56 51
	.36	-	18.36		.54	-	-		51
<i>Yard Crew.</i>									
Boston, . . . . .	.21½	-	11.61	.32¼	-	-	54	-
Teamsters.									
<i>Ambulance Drivers.</i>									
Boston, . . . . .	.25	1 \$2.00	1 14.00	.25	\$0.25	8	56	-
<i>Bakery Wagon Drivers.</i>									
Brockton,	-	-	{ 15.00 16.00 18.00	-	-	{ 10 12	-	-	
<i>Carriage Drivers and Chauffeurs.</i>									
Boston (carriage drivers), . . . . .	.162½	2.00	14.00	.30	.162½	12	84	-
Boston (chauffeurs), . . . . .	.20½	2.50	17.50	.30	.20½	12	84	-
<i>Coal Teamsters.</i>									
Boston:									
Chauffeur (electric), . . . . .	.29½	2.66½	16.00	.29½	.59½	9	54	6
Chauffeur (gasoline), . . . . .	.33½	3.00	18.00	.33½	.66½	9	54	6
Coal hoisting supervisors, . . . . .	.38	3.42	20.50	.65	.65	9	54	-
One-horse, . . . . .	.25½	2.33	14.00	.25½	.51½	9	54	6
Two-horse, . . . . .	.27½	2.50	15.00	.27½	.55½	9	54	6
Three-horse, . . . . .	.29½	2.67	16.00	.29½	.59½	9	54	6
Wharfen, . . . . .	.25½	2.33	14.00	.25½	.51½	9	54	6
Fitchburg,	{ .18½ .22½ .25½	2.25	13.50	-	{ .18½ .22½	10- 12	60- 70	}	
Haverhill, . . . . .	.25½				.25½	9	54	
Holyoke, . . . . .	.23	2.30	14.00	.25	-	10	61	9
Lawrence, . . . . .	.22½	2.25	13.50	.25	.50	10	60	-
Lawrence (helpers), . . . . .	.20	2.00	12.00	.25	-	10	60	-
Lowell (one-horse), . . . . .	.22½	2.25	13.50	.22½	.22½	10	60	-
Lowell (two-horse), . . . . .	.25	2.50	15.00	.25	.25	10	60	-
Lynn,	-	{ 2.25 2.75	{ 13.50 16.50	.35	-	9	54	{ 6 12	
Malden:									
One-horse, . . . . .	.25½	2.33	14.00	.25½	.51½	9	54	6
Two-horse, . . . . .	.27½	2.50	15.00	.27½	.55½	9	54	6
Helpers, . . . . .	.25½	2.33	14.00	.25½	.51½	9	54	6

1 Includes board and lodging.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Teamsters — Con.								
<i>Coal Teamsters — Con.</i>								
Springfield,	\$0.25	\$2.50	\$15.00	\$0.25	—	10	60	4
Springfield (helpers), . . .	.21 $\frac{2}{3}$	2.17	13.00	—	—	10	60	4
Waltham (single), . . . . .	.24 $\frac{1}{2}$	2.17	13.00	.24 $\frac{1}{2}$	—	9	54	5
Waltham (double), . . . . .	.25 $\frac{1}{2}$	2.33	14.00	.25 $\frac{1}{2}$	—	9	54	5
Westfield,	{ .24 $\frac{1}{2}$.21 $\frac{2}{3}$ }	2.17	13.00	{ .24 $\frac{1}{2}$.21 $\frac{2}{3}$ }	—	{ 9 10 }	{ 54 60 }	{ 5 — }
Worcester:								
One-horse, . . . . .	.21 $\frac{2}{3}$	2.17	13.00	.25	\$0.43 $\frac{1}{3}$	10	60	4
Two-horse, . . . . .	.23 $\frac{1}{3}$	2.33	14.00	.25	.46 $\frac{2}{3}$	10	60	4
<i>Express Teamsters.</i>								
Haverhill, . . . . .	.25	2.50	15.00	.37 $\frac{1}{2}$	.65	10	60	3
Lynn,	{ .22 $\frac{1}{2}$.30 $\frac{1}{2}$ }	{ 2.29 3.05 }	{ 13.50 18.00 }	{ .31 .45 }	—	10	59	{ 6 12 }
<i>Furniture Teamsters.</i>								
Boston:								
Chauffeurs, . . . . .	.30 $\frac{1}{4}$	3.33	20.00	.40	.60 $\frac{2}{3}$	11	66	—
Helpers, . . . . .	.24 $\frac{1}{4}$	2.67	16.00	.40	.48 $\frac{2}{3}$	11	66	—
Teamsters, . . . . .	.25 $\frac{1}{4}$	2.83	17.00	.40	.51 $\frac{1}{2}$	11	66	—
<i>Grain and Mason Supply Handlers.</i>								
Springfield (double), . . . .	.23 $\frac{1}{3}$	2.33	14.00	—	—	10	60	6
Springfield (single), . . . .	.21 $\frac{2}{3}$	2.17	13.00	—	—	10	60	6
<i>Ice Teamsters.</i>								
Fitchburg,	{ .16 $\frac{2}{3}$.25 }	{ 2.00 2.50 }	{ 12.00 15.00 }	{ — — }	{ .16 $\frac{2}{3}$.25 }	{ 10 12 }	{ 60 70 }	{ — — }
Lynn,	—	{ 2.17 2.33 2.83 }	{ 13.00 14.00 17.00 }	{ — — — }	2 —	—	—	—
<i>Laundry Wagon Drivers.</i>								
Boston, . . . . .	.33 $\frac{1}{3}$	3.00	18.00	—	\$.66 $\frac{2}{3}$	9	54	—
Boston (helpers), . . . . .	.27 $\frac{2}{3}$	2.50	15.00	—	\$.55 $\frac{2}{3}$	9	54	—
Brockton, . . . . .	.20	2.00	12.00	—	—	10	60	—
<i>Lumber Teamsters.</i>								
Boston:								
Chauffeurs, . . . . .	.36	3.24	18.00	.36	.72	9	50	12
Handlers, . . . . .	.20	1.80	10.00	.20	.40	9	50	12
One-horse, . . . . .	.30	2.70	15.00	.30	.60	9	50	12
Two-horse, . . . . .	.32	2.88	16.00	.32	.64	9	50	12
Lynn,	{ .23 $\frac{1}{2}$.32 $\frac{1}{2}$ }	{ 2.36 3.27 }	{ 13.00 18.00 }	{ .30 — }	{ \$.47 $\frac{1}{2}$.65 $\frac{1}{2}$ }	{ 10 — }	{ 55 — }	{ 12 — }
<i>Milk Wagon Drivers.</i>								
Boston, . . . . .	.27 $\frac{1}{4}$	3.26	19.00	—	—	12	70	—
<i>Newspaper Wagon Drivers.</i>								
Boston:								
Chauffeurs,	{ .28 $\frac{1}{3}$.36 $\frac{2}{3}$ }	{ 2.83 3.67 }	{ 17.00 22.00 }	{ .35 — }	{ \$.56 $\frac{2}{3}$.73 $\frac{1}{3}$ }	{ 10 — }	{ 60 — }	{ — — }
Mail, . . . . .	.23 $\frac{1}{3}$	2.33	14.00	.35	.46 $\frac{2}{3}$	10	60	—
Route, . . . . .	.28 $\frac{1}{3}$	2.83	17.00	.35	.56 $\frac{2}{3}$	10	60	—

¹ Nine hours a day from April 1 to September 1; 10 hours a day from September 1 to April 1.

² Double time on Sundays and holidays.

³ Double time on holidays.

⁴ Besides a commission.

⁵ Work 9 hours a day during eight months of year, and 10 hours during four months.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Teamsters — Con.								
<i>Sand and Cement Teamsters.</i>								
Boston,	{ \$0.20 $\frac{1}{4}$.27 $\frac{3}{4}$	{ \$2.25- 3.00	{ \$13.50- 18.00	} \$0.25	{ \$0.40 $\frac{1}{4}$.54 $\frac{1}{4}$	} 11	66	3
Boston (chauffeurs), . . .	{ .27 $\frac{3}{4}$.33 $\frac{1}{2}$	{ 3.00- 3.67	{ 18.00- 22.00						{ .54$\frac{1}{4}$ .66$\frac{2}{3}$
<i>Stablemen and Garagemen.</i>								
Boston:								
Stablemen, . . . . .	.19 $\frac{1}{4}$	2.13	14.00	.25	.25	11	¹ 72	-
Washers, . . . . .	.22 $\frac{1}{2}$	2.44	16.00	-	-	11	¹ 72	-
<i>Teamsters — General.</i>								
Boston,	{ .20 $\frac{3}{4}$.31 $\frac{3}{4}$	{ 2.17- 3.33	{ 13.00- 20.00	{ .25- .35	{ .41 $\frac{1}{4}$.63 $\frac{1}{2}$	} 10 $\frac{1}{2}$	63	-
Brockton,	{ .25	{ 2.25	{ 13.50	{ .30	{ ² .50		9	54	3
Fitchburg,	{ .16 $\frac{2}{3}$.20	} 2.00	12.00	-	{ .16 $\frac{2}{3}$.20	10- 12	60- 70	}
Gloucester,	{ .20							
Marblehead, . . . . .	.24 $\frac{2}{3}$	2.34	14.06	.25	.37	9 $\frac{1}{2}$	57	3
Natick,	{ .24 $\frac{1}{2}$.29 $\frac{1}{2}$	{ 2.17- 2.67	{ 13.00- 16.00	} .25	-	9	54	-
Quincy:								
One-horse,	-	-	12.50	-	² -	-	-	-
Two-horse,	-	-	14.00	-	² -	-	-	-
Three-horse,	-	-	15.00	-	² -	-	-	-
Four-horse,	-	-	16.00	-	² -	-	-	-
Five-horse,	-	-	17.00	-	² -	-	-	-
Six-horse,	-	-	18.00	-	² -	-	-	-
Salem (double), . . . . .	.26 $\frac{3}{4}$	2.64	14.50	.35	.52 $\frac{3}{4}$	10	55	12
Salem (single), . . . . .	.23 $\frac{3}{4}$	2.36	13.00	.35 $\frac{1}{2}$	.35 $\frac{1}{2}$	10	55	12
<i>Transfer Drivers.</i>								
Boston, . . . . .	.23 $\frac{1}{2}$	2.33	14.00	.25	.46 $\frac{2}{3}$	10	60	-
Boston (helpers), . . . . .	.18 $\frac{1}{2}$	1.83	11.00	.25	.36 $\frac{2}{3}$	10	60	-
Telephone Operators.								
Boston:								
Under one year,	{ .13 $\frac{1}{2}$.16 $\frac{1}{2}$	{ 1.00- 1.25	{ ³ 6.00- 7.50	{ .20- .25	{ .20- .25	} 7 $\frac{1}{2}$	{ ⁴ 41 $\frac{1}{2}$ 45	{ ⁵ 12
One year,	{ .17 $\frac{1}{2}$	{ 1.33	{ 8.00	{ .26 $\frac{2}{3}$	{ .26 $\frac{2}{3}$			
One and one-half years, . .	.20	1.50	9.00	.30	.30	7 $\frac{1}{2}$	{ ⁴ 41 $\frac{1}{2}$ 45	{ ⁵ 12
Two and one-half years, . .	.22 $\frac{2}{3}$	1.67	10.00	.33 $\frac{1}{3}$	.33 $\frac{1}{3}$	7 $\frac{1}{2}$	{ ⁴ 41 $\frac{1}{2}$ 45	{ ⁵ 12
Four years, . . . . .	.24 $\frac{2}{3}$	1.83	11.00	.36 $\frac{2}{3}$	.36 $\frac{2}{3}$	7 $\frac{1}{2}$	{ ⁴ 41 $\frac{1}{2}$ 45	{ ⁵ 12
Six years, . . . . .	.26 $\frac{2}{3}$	2.00	12.00	.40	.40	7 $\frac{1}{2}$	{ ⁴ 41 $\frac{1}{2}$ 45	{ ⁵ 12
Chief, assistant,	{ .28 $\frac{1}{2}$.40	{ 2.17- 3.00	{ 13.00- 18.00	{ .43 $\frac{1}{3}$.60	{ .43 $\frac{1}{3}$.60	} 7 $\frac{1}{2}$	{ ⁴ 41 $\frac{1}{2}$ 45	{ ⁵ 12
Chief,	{ .33 $\frac{1}{3}$.55 $\frac{1}{2}$	{ 2.50- 4.17	{ 15.00- 25.00	{ .50- .83 $\frac{1}{3}$	{ .50- .83 $\frac{1}{3}$			
Senior operators,	{ .22 $\frac{1}{2}$.28 $\frac{1}{2}$	{ 1.67- 2.17	{ 10.00- 13.00	{ .33 $\frac{1}{3}$.43 $\frac{1}{3}$	{ .33 $\frac{1}{3}$.43 $\frac{1}{3}$	} 7 $\frac{1}{2}$	{ ⁴ 41 $\frac{1}{2}$ 45	{ ⁵ 12
Supervisors,	{ .26 $\frac{2}{3}$.33 $\frac{1}{3}$	{ 2.00- 2.50	{ 12.00- 15.00	{ .40- .50	{ .40- .50			

¹ Work 6 hours on Sunday.² Double time for holidays.³ During first year of service, weekly rates increase 50 cents every three months.⁴ Work 41 $\frac{1}{2}$ hours for 6 months and 45 hours for 6 months, alternating each week.⁵ Receive half-holiday on alternate Saturdays.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Telephone Operators								
— Con.								
Lynn:								
Operators,	\$0. 13 $\frac{3}{4}$ 27 $\frac{3}{4}$	\$1. 09- 2. 18	\$6. 00- 12. 00	\$0. 20 $\frac{1}{2}$ - . 40 $\frac{3}{4}$	\$0. 20 $\frac{1}{2}$ - . 40 $\frac{3}{4}$	18	44	12
Senior operators,	22 $\frac{3}{4}$ 29 $\frac{3}{4}$	1. 82- 2. 36	10. 00- 13. 00	-	-	18	44	12
Supervisors,	27 $\frac{3}{4}$ 34 $\frac{3}{4}$	2. 18- 2. 73	12. 00- 15. 00	-	-	18	44	12
Springfield:								
Four weeks in school,	-	-	4. 00	-	-	48	-	-
First six months,	-	-	5 6. 00	-	-	48	-	-
Second six months,	-	-	5 7. 00	-	-	48	-	-
First year,	-	-	5 8. 00	-	-	48	-	-
Second year,	-	-	5 9. 00	-	-	48	-	-
Third year,	-	-	5 10. 00	-	-	48	-	-
Fourth year,	-	-	5 11. 00	-	-	48	-	-
Textile Operatives.								
<i>Beamers.</i>								
New Bedford, . . . . .	. 27 $\frac{3}{4}$	2. 67	14. 80	. 41 $\frac{1}{2}$	. 54 $\frac{1}{2}$	9 $\frac{3}{4}$	54	12
<i>Corders.</i>								
Fall River, . . . . .	. 12 $\frac{3}{4}$	1. 26	7. 00	-	-	9 $\frac{3}{4}$	54	12
New Bedford, . . . . .	. 14 $\frac{3}{4}$	1. 48	8. 00	-	-	9 $\frac{3}{4}$	54	12
<i>Cloth Pressmen.</i>								
Holyoke, . . . . .	. 31 $\frac{1}{4}$	3. 08	17. 05	. 47 $\frac{3}{4}$	-	9 $\frac{3}{4}$	54	12
<i>Dyers.</i>								
Holyoke:								
Cloth crabbers, . . . . .	. 20 $\frac{3}{4}$	1. 99	11. 00	. 25 $\frac{1}{2}$	-	9 $\frac{3}{4}$	54	12
Cloth dryers, . . . . .	. 23 $\frac{3}{4}$	2. 33	12. 90	. 29 $\frac{3}{4}$	-	9 $\frac{3}{4}$	54	12
Cloth dyers, . . . . .	. 20 $\frac{3}{4}$	1. 99	11. 00	. 25 $\frac{1}{2}$	-	9 $\frac{3}{4}$	54	12
Warp dyers, . . . . .	. 20 $\frac{3}{4}$	1. 99	11. 00	. 25 $\frac{1}{2}$	-	9 $\frac{3}{4}$	54	12
Lawrence, . . . . .	. 16 $\frac{1}{2}$	1. 61	8. 91	. 16 $\frac{1}{2}$	-	9 $\frac{3}{4}$	54	12
Lawrence (finishers), . . . . .	. 15 $\frac{1}{2}$	1. 51	8. 37	. 15 $\frac{1}{2}$	-	9 $\frac{3}{4}$	54	12
<i>Electricians.</i>								
Lowell, . . . . .	. 22- . 25	2 20- 2 50	12. 21- 13. 88	. 27 $\frac{1}{2}$ - . 31 $\frac{1}{4}$	. 27 $\frac{1}{2}$ - . 31 $\frac{1}{4}$	6 10	55 $\frac{1}{2}$	12
<i>Folders.</i>								
Taunton (cotton), . . . . .	. 30	3. 15	17. 40	. 30	7. 30	10 $\frac{1}{2}$	58	12
<i>Loomfixers.</i>								
Adams, . . . . .	. 27	2 63	14. 58	. 27	-	9 $\frac{3}{4}$	54	12
Boston (silk), . . . . .	. 35 $\frac{1}{4}$	3 45	19. 00	-	. 53	9 $\frac{3}{4}$	53 $\frac{3}{4}$	12
Chicopee, . . . . .	. 27 $\frac{3}{4}$	2 71	15. 00	. 27 $\frac{3}{4}$	. 27 $\frac{3}{4}$	9 $\frac{3}{4}$	54	12
Chicopee (Draper), . . . . .	. 26 $\frac{1}{2}$	2 58	14. 30	. 39 $\frac{3}{4}$	. 39 $\frac{3}{4}$	9 $\frac{3}{4}$	54	12
Chicopee (fancy), . . . . .	. 26 $\frac{1}{2}$	2 58	14. 30	. 39 $\frac{3}{4}$	. 39 $\frac{3}{4}$	9 $\frac{3}{4}$	54	12
Chicopee (plain), . . . . .	. 20 $\frac{3}{4}$	1. 99	11. 00	. 30 $\frac{3}{4}$	. 30 $\frac{3}{4}$	9 $\frac{3}{4}$	54	12
Clinton (cotton), . . . . .	. 26	2 58	14. 04	-	-	9 $\frac{3}{4}$	54	12
Lawrence, . . . . .	. 30	2. 93	16. 20	. 37 $\frac{1}{2}$	-	9 $\frac{3}{4}$	54	12
Lowell, . . . . .	. 23 $\frac{1}{4}$ - . 25	2 26- 2 43	12. 50- 13. 50	. 34 $\frac{3}{4}$ - . 37 $\frac{1}{2}$	. 34 $\frac{3}{4}$ - . 37 $\frac{1}{2}$	9 $\frac{3}{4}$	54	12

¹ Work 7 hours on "split trick."

² Allowed a half-holiday every sixth week.

³ Receive one-half hour's pay for working five minutes or more overtime.

⁴ Eight hours on day work; 7 $\frac{1}{2}$ hours on night work.

⁵ Receive \$1 a week additional for "split trick" and night work and 60 cents for carfare. Girls working from 10 P. M. to 7 A. M. receive \$2 additional.

⁶ Average.

⁷ For holidays only.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Textile Operatives.								
— Con.								
<i>Loomfixers — Con.</i>								
New Bedford,	\$0.29½	\$2.83	\$15.70	\$0.36½	\$0.43¾	9¾	54	12
North Adams, . . . . .	.27¾	2.72	15.06	.37½	—	9¾	54	12
Salem, . . . . .	.27¾	2.71	15.00	—	—	9¾	54	12
Taunton (cotton), . . . . .	.25¾	2.55	14.00	—	—	9½	54	12
<i>Mule Spinners.</i>								
Holyoke, . . . . .	.29¾	2.88	16.00	—	—	9¾	54	12
Lawrence, . . . . .	.32¾	3.16	17.50	—	—	9¾	54	12
<i>Slasher Tenders.</i>								
Fall River, . . . . .	.22¾	2.22	12.30	.22¾	.22¾	9¾	54	12
<i>Spinners.</i>								
Fall River,	{ .09¼	.91	5.00	}	—	9¾	54	12
	.11¼	1.08	6.00					
	.12¾	1.25	7.00					
Taunton, . . . . .	.15¼	1.50	8.24	—	—	9½	54	12
<i>Textile Workers, n. e. s.</i>								
Ludlow,	{ .14½	1.04	8.00	}	—	{ 7—	}	54
	.24½	2.89	13.00					
<i>Twisters.</i>								
Boston (silk), . . . . .	.33½	3.28	18.00	—	.50	9¾	53¾	12
<i>Warp Preparers.</i>								
Lawrence, . . . . .	.25	2.44	13.50	.25	—	9¾	54	12
<i>Warp Twisters.</i>								
New Bedford,	1—	1—	{ 15.40—	}	3—	9¼	54	12
			16.00					
<i>Weavers.</i>								
Boston (silk — men), . . . . .	.27¾	—	15.00	—	—	9¾	53¾	12
Boston (silk — women), . . . . .	.20	2.00	10.75	—	—	9¾	53¾	12
Easthampton (elastic goring), . . . . .	.20	2.00	11.00	—	—	10	55	12
Taunton, . . . . .	.16½	1.65	9.06	—	—	9½	54	12
<i>Wool Sorters.</i>								
Barre, . . . . .	.31	3.26	18.00	.46½	.62	10½	58	12
Holyoke, . . . . .	.31½	3.03	16.79	.31½	—	9¾	54	12
Lawrence, . . . . .	.27¾	2.71	15.00	—	—	9¾	54	12
Lowell,	{ .28¾	2.80—	15.50—	}	.28¾	{ 9¾—	}	54
	.30	3.00	16.20					
Lowell (mohair), . . . . .	.31½	{ 3.07—	17.00	.31½	.31½	{ 9¾—	54	12
		3.15				10		
Theatrical Stage Em- ployees.¹								
<i>Carpenters.</i>								
Fall River,	—	—	20.00	—	—	—	—	—
Fitchburg,	—	—	18.00	.40	.40	—	49	—
Lawrence,	—	—	⁵ 20.00	—	—	—	—	—
New Bedford,	—	—	22.50	.40	.70	—	—	—

¹ Piece rates.² Time and one-quarter for overtime.³ Time and one-quarter to time and one-half for Sundays and holidays.⁴ No overtime paid on holidays in any city. In Boston the wages and hours of theatrical stage employees in the various lines of work differ according to the class of theatre and the number of performances played.⁵ Stock carpenters \$25 a week.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Theatrical Stage Em- ployees — Con.								
<i>Carpenters — Con.</i>								
North Adams,	—	¹ \$1.75	\$18.00	\$0.30	\$0.60	—	58	—
Northampton,	—	—	20.00	.40	.80	—	—	—
Salem,	—	—	25.00	.75	2 —	—	48	—
Springfield,	—	—	25.00	—	—	—	—	—
Waltham,	—	—	18.00	.30	.45	—	48	—
Worcester,	—	—	25.00	.52	1.04	—	48	—
<i>Carpenters, Assistant.</i>								
New Bedford,	—	—	16.00	.40	.70	—	—	—
North Adams,	\$0.30	¹ 1.00	15.00	.30	.60	—	—	—
Northampton,	—	—	18.00	.30	.60	—	—	—
<i>Electricians.</i>								
Fall River,	—	—	15.00	—	—	—	—	—
Lawrence,	—	—	13.00	—	—	—	—	—
New Bedford,	—	¹ 1.50	16.50	.40	.70	—	—	—
North Adams,	—	¹ 1.00	15.00	.30	.60	—	—	—
Northampton,	—	—	15.00	.30	.60	—	—	—
Salem,	—	—	13.00	.50	³ —	—	48	—
Springfield,	—	—	20.00	—	—	—	—	—
Waltham,	—	—	20.00	.30	.45	—	—	—
<i>Flymen.</i>								
New Bedford,	—	¹ 1.50	14.00	.40	—	—	—	—
North Adams,	—	¹ 1.00	12.00	.30	.60	—	—	—
Northampton,	—	—	15.00	.30	.60	—	—	—
Springfield,	—	—	18.00	—	—	—	—	—
Worcester,	—	—	16.00	.33	.66	—	48	—
<i>General Stage Employees.</i>								
Fall River,	—	—	15.00	.35	.50	—	—	—
Fitchburg,	—	—	13.50	.40	.40	—	49	—
Lowell,	—	¹ 1.50	—	.40	.60	—	49	—
Northampton,	—	—	13.50	.30	.60	—	—	—
Salem,	—	¹ 1.25	—	.50	¹ 1.50	—	48	—
Waltham,	—	—	10.00	—	—	—	—	—
<i>Grips.</i>								
Brockton,	—	—	12.00	.30	.60	—	50	—
Lawrence,	—	¹ 1.50	—	.50	.75	—	48	—
North Adams,	—	¹ 1.00	12.00	.30	.60	—	—	—
Springfield,	—	¹ 1.50	16.00	.80	—	—	—	—
<i>Lighting Operators.</i>								
New Bedford,	—	¹ 1.50	—	—	—	—	—	—
Springfield,	—	¹ 1.00	—	—	—	—	—	—
<i>Moving Picture Operators.</i>								
Boston,	—	—	{ ⁵ 20.00 23.33 }	1.00	1.00	{ 6 7 }	{ 42 49 }	—
Fitchburg,	—	—	18.00	.40	.40	—	49	—
Lawrence, . . . . .	.52	⁸ 3.15	23.00	.75	.75	⁷ 6	44	—
Lowell, . . . . .	.37½	3.00	21.00	.50	.50	8	56	—
New Bedford (Union A), . . . . .	.49½	—	18.00	.49½	.49½	6	36½	—

¹ A performance.² Five dollars a day for Sunday work.³ Four dollars a day for Sunday work.⁴ A performance for stage work; \$1.75 a performance for front lighting.⁵ For 6 days \$20, for 7 days \$23.33; traveling operators shall receive not less than \$35 a week and expenses.⁶ For 6 days and \$4.15 for Sunday.⁷ Seven hours each on Saturday and Sunday.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Theatrical Stage Em- ployees — Con.								
<i>Moving Picture Operators</i> — Con.								
New Bedford (Union B),	\$0.54	¹ \$3.25	\$19.50	\$0.54	² \$5.00	—	36	—
Northampton,	—	—	³ 20.00	—	—	—	—	—
Springfield:								
First operators,	{ .44 $\frac{1}{2}$.46 $\frac{2}{3}$ }	—	{ ⁴ 20.00 21.00 }	.50	1.00	7	45	—
Operators (seven perform- ances),	{ .65 .33 $\frac{1}{3}$ }	—	{ 16.00 ⁴ 15.00 }	.50	1.00	3 $\frac{1}{2}$	24 $\frac{1}{2}$	—
Second operators,	{ .40 .42 $\frac{2}{3}$ }	—	{ 18.00 19.00 }	.50	1.00	7	45	—
Waltham,	—	—	20.00	.30	⁵ —	—	—	—
Worcester,	—	—	20.00	.50	1.00	—	36	—
<i>Property Clearers.</i>								
New Bedford,	—	¹ 1.50	—	—	—	—	—	—
North Adams,	—	1.50	—	—	—	—	—	—
<i>Property men.</i>								
Fall River,	—	—	15.00	.35	.50	—	—	—
Lawrence,	—	—	18.00	—	—	—	—	—
New Bedford,	—	—	16.50	.40	.70	—	—	—
North Adams,	—	¹ 1.00	15.00	—	—	—	—	—
Northampton,	—	—	15.00	.30	.60	—	—	—
Salem,	—	—	15.00	.35	⁶ —	—	48	—
Springfield,	—	—	20.00	—	—	—	—	—
Waltham,	—	—	12.00	.30	.45	—	48	—
Worcester,	—	—	16.00	.30	.60	—	48	—
<i>Property men, Assistant.</i>								
New Bedford,	—	—	14.00	—	—	—	—	—
North Adams,	—	¹ 1.00	12.00	—	—	—	—	—
Tile Layers.								
Boston, . . . . .	.68 $\frac{3}{4}$	5.50	30.25	1.37 $\frac{1}{2}$	1.37 $\frac{1}{2}$	8	44	12
<i>Helpers.</i>								
Boston, . . . . .	.37 $\frac{1}{2}$	3.00	16.50	.75	.75	8	44	12
Tobacco Strippers.								
Boston:								
All round strippers, . . . . .	.15 $\frac{5}{8}$	1.24	7.00	—	7.31 $\frac{1}{2}$	8	45	12
All round strippers and bookers, . . . . .	.17 $\frac{1}{2}$	1.42	8.00	—	7.35 $\frac{5}{8}$	8	45	12
Binder strippers, . . . . .	.15 $\frac{5}{8}$	1.24	7.00	—	7.31 $\frac{1}{2}$	8	45	12
Binder strippers (machine), . . . . .	.20	1.60	9.00	—	7.40	8	45	12
Wrapper bookers, . . . . .	.20	1.60	9.00	—	7.40	8	45	12
Wrappers, bookers, and strippers, . . . . .	.17 $\frac{3}{8}$	1.42	8.00	—	7.35 $\frac{5}{8}$	8	45	12
Wrapper strippers (ma- chine), . . . . .	.22 $\frac{2}{3}$	1.78	10.00	—	7.44 $\frac{4}{5}$	8	45	12
Wrapper strippers, . . . . .	.15 $\frac{5}{8}$	1.24	7.00	—	7.31 $\frac{1}{2}$	8	45	12
Springfield,	{ .14 $\frac{3}{4}$.16 $\frac{2}{3}$.18 $\frac{3}{4}$ }	{ 1.24 1.42 1.59 }	{ 7.00 8.00 9.00 }	{ — — — }	{ 7.29 $\frac{1}{2}$.33 $\frac{1}{3}$.37 $\frac{1}{2}$ }	{ — 8 $\frac{1}{2}$ — }	{ — 48 — }	{ — 12 12 }

¹ A performance.² Five dollars a day for Sunday work.³ Eighteen dollars and \$16 paid to assistants.⁴ Wages regulated by capacity of theatre and by continuous hours of performances.⁵ Three dollars and thirty three and one-half cents a day for Sunday work.⁶ Three dollars a day for Sunday work.⁷ Double pay for Saturday afternoon also.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Upholsterers.								
Boston (custom), . . .	\$0.44	\$3.96	\$22.00	\$0.66	\$0.88	9	50	12
Boston:								
Carpet cutters, . . .	{ .47½- .54½	3.83 4.33	23.00- 26.00	.71½- .81¼	.95½- 1.08½	}	8	48
Carpet layers, . . .	{ .40½- .47½	3.25- 3.83	19.50- 23.00	.61- .71½	.81¼- .95½			
Carpet measurers, . .	{ .40½- .47½	3.25- 3.83	19.50- 23.00	.61- .71½	.81¼- .95½	}	8	48
Machine operators, . .	{ .40½- .47½	3.25- 3.83	19.50- 23.00	.61- .71½	.81¼- .95½			
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